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Cover Photograph

The Department's Queen, Heather Smith, Industrial Pensions and Annuities Branch, and Bill Walsh, Assistant Editor *Canadian Transport*, Canadian Brotherhood of Railway, Transport and General Workers, photographed together the 7th Constitutional Convention the Canadian Labour Congress.
See page 376.

Photo by Murray Mosher — Photo Features

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12-Point Labour Policy

A 12-point labour policy, formulated by the federal Department of Labour, was described by the Deputy Minister, Dr. G. V. Haythorne, to students of the Labour College of Canada, in Montreal, at the recent opening of its summer session.

The 12-point policy covers working conditions and standards, and the relations between employers and employees. "In today's rapidly changing and complex industrial world, there are increasing demands for government involvement through legislation. No longer can the effect of labour laws and regulations be considered in isolation," Dr. Haythorne said.

He told the College that the need for the policy springs from several developments. In addition to the far-reaching influences of technological change on labour relations and standards, he said, the need for a well-developed and co-ordinated labour policy is essential if Canada is to meet its national economic goals of steady growth, full employment and price stability.

The policy has several objectives:

- to gain full public recognition of the role of labour in economic and social development;
- to help raise the standard of living of all workers through increased production, economic growth and other ways; and
- to improve the working environment through minimum standards of working conditions, safety provisions, good employer-employee relations, and the safeguarding of human rights.

Dr. Haythorne then outlined the basic tenets of the 12-point policy which comprises a total program:

1. to promote good relations among unions and employers by encouraging them to consult and resolve matters of mutual concern;

2. to provide staff and administrative services to the Canada Labour Relations Board in the determination of questions affecting employee representation by unions;

3. to settle disputes and controversies involving unions and employers through conciliation and other services, when such differences cannot be settled by the parties themselves;

4. to develop and enforce labour standards governing wages and other conditions of employment;

5. to examine matters of special concern to female members of the labour force, and to develop, in co-operation with other government and non-government groups, appropriate measures to deal with them;

6. to promote the safety and well-being of workers by reducing and controlling physical or environmental hazards encountered in their work;

7. to assemble, analyze and report trends in wages, working conditions, technological change, industrial conflict and productivity, and in a variety of other labour matters, through surveys and research for the use of governments, unions, employers and others; to carry out socio-economic and legislative studies and evaluations of existing policies and programs, and to initiate new proposals designed to improve all phases of industrial relations;

8. to promote and safeguard human rights, including freedom of association and associated rights of collective bargaining, the prevention of unfair labour practices, the right to enjoy equal job opportunity without discrimination on the basis of race, national origin, colour or religion, and the right of female employees to equal pay for equal work;

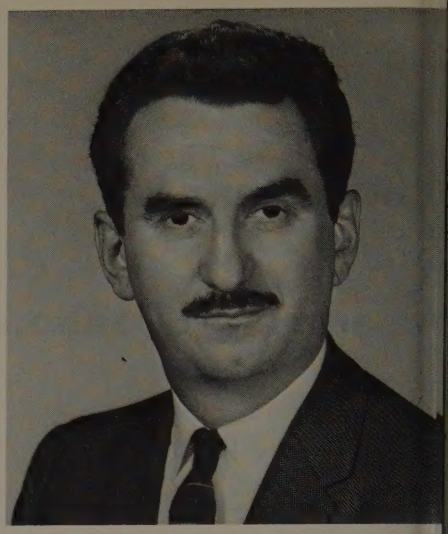
9. to develop and implement broad programs of public information to deepen public understanding of changing working conditions in Canada, the principles of free collective bargaining, the role of unions, employers and government in industrial relations, and all matters relating to the functions of the department; and to operate a comprehensive national labour library;

10. to co-operate with provincial departments of labour and other public and private agencies in seeking to achieve the overriding goal of continuously improving the working conditions of Canadian workers;

11. to participate in the promotion, development and application of international standards and technical aid with the ILO and other international agencies working for economic and social progress in all countries; and

12. to provide compensation to injured workers in the federal public service, and income support for workers adversely affected by major shifts in industry arising from changes in government policy.

New Minister of Labour



Hon. Jean-Luc Pepin

Hon. Jean-Luc Pepin was appointe Minister of Labour by Prime Minist Trudeau on April 20, in succession Hon. John R. Nicholson, who retir from the Cabinet after having held t portfolio of Minister of Labour sin December 1965 (L.G. 1966, p. 2). B sides being Minister of Labour, M Pepin retained his post as Minister Energy, Mines and Resources.

The new minister was first elected Parliament in the riding of Drummon Arthabaska in April 1963, and in t following month he was named Parli mentary Secretary to the Minister Trade and Commerce. He was appoint Minister Without Portfolio in July 196 Minister of Mines and Technical Surve in December 1965; and was nam Minister of Energy, Mines and R sources in October 1966.

Mr. Pepin was born in Drummon ville, Que., in 1924. He studied at t University of Ottawa and at the Instit des Études politiques in Paris, and 1951 he joined the Faculty of Soc Science of the University of Ottawa. I represented the National Film Board Europe from 1956 to 1958, after whi he returned to the University of Ottaw where he was appointed Director of t Department of Political Science in 195

While he was on the staff of t University of Ottawa, Mr. Pepin w active in radio and television, and a peared on both the English and Fren networks of the Canadian Broadcasti Corporation. He contributed many ar cles to the press, and he was Otta editor of *Maclean's Magazine* in 196

50 Years Ago

From the Labour Gazette July 1918

The unpatriotic aspect of Christmas shopping, low cost housing, "decent" wages for women workers, a living wage for labourers, the protection of child workers, and the unsuitability of women streetcar conductors were discussed.

Christmas shopping was the subject of one of this journal's news briefs for July 1918. The United States Council of National Defence decided that Christmas gift buying was undemocratic and a threat to the economy.

The Council told manufacturers and merchants, who were in the process of stocking up for the Yuletide season, that it supported a previous announcement made in conjunction with an advisory commission urging thrift and economy on the country.

"Christmas giving," the Council said, "should be discouraged, as it places a heavy burden upon labour, transportation and other resources of the nation."

Low-cost Housing

The Canada of 50 years ago was not without its concern for low-cost housing. In Regina, the Imperial Oil Company called for tenders for the immediate erection of 30 modern houses that were to be rented at a nominal figure—just sufficient to pay for the investment.

The company said that it was not interested in a profit, only in suitable accommodation for its employees. Each house was to have from four to six rooms, and company wives would have a choice of seven different designs.

And in the United States, the Bureau of Industrial Housing and Transportation decided to spend on houses for Government workers in Washington, $10,000,000 of the $60,000,000 it received from housing appropriation, the balance to be distributed among industrial centres throughout the country. The housing project was to be a co-operative effort between the U.S. Labor Department and the War Industries Board.

Mini-wages for Women Workers

Women workers could live "decently" on a little less than $500 a year, the Government of Manitoba concluded in 1918. To prove it, the Government appointed a board comprising three men and two women to investigate wages in the laundry industry. Called the Minimum Wage Board, as provided for under the Manitoba Minimum Wage Act, 1918, it was empowered to dictate minimum wages, hours of employment and working conditions for female employees of mail-order houses, shops and factories throughout the province.

The Board held a conference with three laundry-worker representatives and three employer representatives, and drew up a schedule to prove that one female worker over 18 years of age needed only $9.50 a week to live decently. The schedule's estimates were: board and lodging, $5.50 a week, or $286 a year; footwear and repairs, $20.00; stockings, $4; underwear and nightgowns, $10; petticoats, $4.25; suit (at $25, coat and skirt to last two years), $12.50; coat and possibly summer suit (at $25, to last two years), $12.50; dresses and aprons, $15; shirtwaists, $6; handkerchiefs, $1.25; corsets, $4; gloves, $2.25; corset waists, $2.00; neckwear, $1; hats, $10; umbrella, $1; sweater (at $7.50, to last three years), $2.50; laundry, $15; doctor and dentist, $15; streetcar fares, $20; magazines and postage, $5; association dues and insurance, $8; recreation and amusements, $18.50; church and contributions, $5; and incidentals, $12.50. The total expenditure for the year was $493.25, or $9.48 a week.

Living Wage

On the federal scene, Hon. T. W. Crothers, Minister of Labour, was considering Royal Commission reports that dealt with disputes in the coal-mining, steel-making and shipbuilding industries in Nova Scotia, and urged that with "the great increase in the cost of living, common labourers should have at least a living wage."

One report recommended that labourers in the Nova Scotia Steel and Coal Company, at Sydney Mines, receive wage increases ranging from 1½¢ to 3½¢ an hour. Labourers earning 24¢ an hour would receive 27½¢, and those earning 29¢ would receive 30¢. The increases were effective April 1, 1918.

Protecting Child Labourers

Letters and telegrams poured into the U.S. Children's Bureau from mines, mills and factories when the U.S. Supreme Court decided that the Federal Child Labour Law was unconstitutional on the grounds that it infringed on local authority concerning work hours.

The law, enacted in 1916, prohibited interstate or foreign shipments of products emanating from mines, factories, tanneries, workshops and quarries that employed children. The Act had gone into effect in September 1917, and, if fully enforced, would have affected 250,000 children. Although there were still 2,000,000 child workers in trades not subject to federal jurisdiction, it was generally believed that, by establishing a nation-wide minimum standard of protection, and pitting the authority of the federal Government against child labour, the bill would eventually bring an end to it.

The Court had to decide whether Congress had the authority to prohibit transportation of produce from factories

Continued on page 398

Farewell and Good-bye

The "Fifty Years Ago" page, and the LABOUR GAZETTE, have lost their senior feature writer, Cyril Malcolm Winter, who had been with the GAZETTE for 13 years.

In expressing deep regret at his retirement, on May 31, the Editor-in-Chief said that "he had the unique ability of analyzing a 300,000-word Royal Commission report and reducing it to its 3,000-word essence. It will be most difficult to replace him."

Mr. Winter's page has been widely quoted in daily newspapers, trade journals and labour papers. He had never missed a single edition since joining the Gazette in 1955. His last contribution, which appeared in the June edition, was his 153rd "Fifty Years Ago."

The 1968 CLC Convention

Extensive constitutional changes approved.

Conflict between Congress and QFL averted by agreement.

Proposal by Quebec Federation for increased autonomy decisively voted down.

QFL nominee defeated official candidate in contest for executive post.

A NUMBER of constitutional changes, one of which increased the size of the executive council to 30 members instead of 21, were adopted by the 7th Constitutional Convention of the Canadian Labour Congress, which was held in Toronto from May 6 to 10.

A serious division in the Congress that had been threatened by a dispute between the executive council and the Quebec Federation of Labour was averted by a last-minute agreement between the two bodies by which it was decided to continue discussions on the matters at issue. The QFL had appealed to the convention against the ruling of the council, but it agreed to withdraw its appeal in consequence of this arrangement.

Another matter that had seemed likely to give rise to warm debate, and possibly to the withdrawal of a considerable group from the convention, passed off without a serious fight when an attempt by the Quebec Federation of Labour to gain increased powers for the provincial federations of labour at the expense of the Congress was decisively defeated by the delegates.

The convention elected a new president, secretary-treasurer and executive vice-president to fill the vacancies caused by the illness of President Claude Jodoin and by the moving up of the other two officers. The additional offices created by the amendment of the constitution were also filled by the election of new members, including the 10 vice-presidents nominated by the provincial federations of labour.

Speakers at the convention included two fraternal delegates from the British Trades Union Congress, a delegate from the AFL-CIO, the American representative of Histadrut, and the leader of the New Democratic Party. The delegates were welcomed on behalf of the Province of Ontario by Hon. John Robarts, Premier, and Hon. Dalton Bales, provincial Minister of Labour, and on behalf of the City of Toronto by Mayor William Dennison.

By a standing vote, the convention expressed its thanks to Claude Jodoin for his "outstanding contribution to the cause of labour," and its sympathy with him and Mme Jodoin in their misfortune. Acting President and Secretary-Treasurer Donald MacDonald, who was chairman of the convention, announced that provision had been made for Mr. Jodoin to be paid for his lifetime, 70 per cent of the salary paid to the office he had occupied. At present, this would amount to $14,000 a year. In case of his predeceasing his wife, Mme

Jodoin would be paid 50 per cent of what her husband would have received.

Mr. MacDonald also announced that the executive council had decided to establish two scholarships to the Labour College of Canada in honour of Claude Jodoin.

Percy Bengough, past president of the Trades and Labour Congress of Canada, and John Bruce, formerly organizer for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, and for many years an active member of the labour movement and a prominent figure at previous CLC conventions, were introduced to the convention. Mr. Bengough spoke briefly to the delegates, and he was seated on the platform for a good part of the convention.

Federal Deputy Minister of Labour George V. Haythorne was introduced to the convention by Acting President MacDonald, and spoke a few words of greeting from his department to the delegates.

Convention delegates stood in silence for one minute in honour of the memory of Dr. Martin Luther King.

The convention was attended by 1,678 delegates, of whom 116 were representatives of international unions, 26 of national unions, 16 of provincial federations of labour, 1,053 of international union locals, 340 of national union locals, 71 of represented labour councils, and 28 of directly chartered locals of the CLC.

Constitutional Amendments

Besides the amendment increasing the size of the executive council already mentioned, the convention approved the extensive revision of the constitution recommended by the Congress's Commission on Constitution and Structure (L.G. 1966, p. 280). Most of the amendments were minor ones and were carried without debate, but some of the changes were disputed or questioned.

An amendment to the preamble to the constitution that declared the intention of the Congress to fight against tyranny, and discrimination on the basis of race, colour, creed or national origin added the words "sex" and "age."

A new section was added to one of the articles of the constitution that made it the responsibility of the officers of the Congress and of affiliated and chartered bodies of the Congress "to actively encourage the elimination of conflicting and duplicating organizations and jurisdictions through agreement, merger and other means." Insertion of the words "and of affiliated and chartered bodies of the Congress" was agreed to by the commission on the suggestion of Murray Cotterill, Public Relations Director of the United Steelworkers, who pointed out that the matter was very largely the responsibility of affiliated bodies. R. C. Haynes, B.C. Federation of Labour, said that this new section was probably the most important item in the amendments.

A change in another article of the constitution that had declared one of the purposes of the Congress to be "to protect the labour movement from any and all corrupt influences and from the undermining efforts of communist, fascist and all other totalitarian agencies . . ." removed the reference to communism and fascism, retaining only the words "totalitarian agencies."

The change was opposed by Donald McNabb of the Sudbury local of the United Steelworkers, who was at one time prominent in a local fight against communist influence in the Mine-Mill Union's Local 595 in Sudbury. He recalled past fights over communism, and he suggested that the elimination of this reference to communism was a symptom of a desire for peace at any price. He said that the workers in Sudbury had finally chosen the Steelworkers, and in that case the proposed change in the constitution would not have helped. He pointed out that it had not required a change of this kind to allow the Mine-Mill Union to be brought in by merger with the Steelworkers.

Taking out the words "Communist" and "Fascist" would not show that the CLC was democratic, and the remaining words "totalitarian agencies" did not mean the same thing. He thought that management would have a right to say that the unions had capitulated on the issue of communism in the labour movement. He urged rejection of the recommendation. Other speakers from the floor, however, supported it, and it was carried by a large majority.

A recommendation of the commission dealt with the question of reducing the number of unions by encouraging mergers. It said that the Congress should take the necessary steps to develop a program whose objective would be to reduce the number of unions, starting with those that had already indicated a desire to merge, or where a merger appeared to be desirable or logical. It urged a preliminary study of merger possibilities.

The commission proposed that the increase in the size of the executive council should be accomplished by retaining the present four top officer positions of president, secretary-treasurer and two executive vice-presidents, but by providing for six instead of four general vice-presidents, and for 20 instead of the present 13 vice-presidents. Ten of the vice-presidents would be elected to represent the provincial federations of labour, and the remaining 10 would be elected at large "to provide adequate representation to all groups." No objections were raised to the recommendation up to this point, but there was a good deal of adverse criticism of a proposal to add a new section that put an age limit of 65 on nominations for an executive officer's position.

The commission was accused by some delegates of advocating the discrimination on account of age that the Congress had bound itself to oppose. E. (Scotty) Liness, Business Agent of Local 506, Laborers' International Union, said that many men were younger at 65 than others were at 20, and he added, "If a man of 65 wants to work, let him." Josephine Hallock of Local 15, Office and Professional Employees' International Union, Vancouver, said that a lot of women were just as good at the age of 65 as they had been at 35.

Larry Sefton, Director of District 6 of the United Steelworkers, and Secretary of the committee on constitution and laws, denied that this was a case of discrimination. He thought that the Congress should not be bound by ancient slogans. In the past, he said, labour's objection to retirement at a certain age was that, on retirement, workers were thrown on the scrapheap without the means of livelihood; but he added that the commission had also recommended a pension plan for its executive officers. He said that it might be better for the trade union movement in the United States if a similar age limit were in force there.

Another delegate proposed that the recommendation should be referred back to the committee for deletion of the provision about age 65, but the proposal was not supported and the recommendation was carried.

The commission said in another recommendation that the time had come "for Congress officers to explore with all interested parties the possibilities of establishing building trades, maritime, metal and other departments." An article of the constitution was amended to read, "Trade departments may be chartered and established as deemed appropriate and feasible."

Secretary of the committee, Larry Sefton, said that it was common knowledge that the building trades in this country

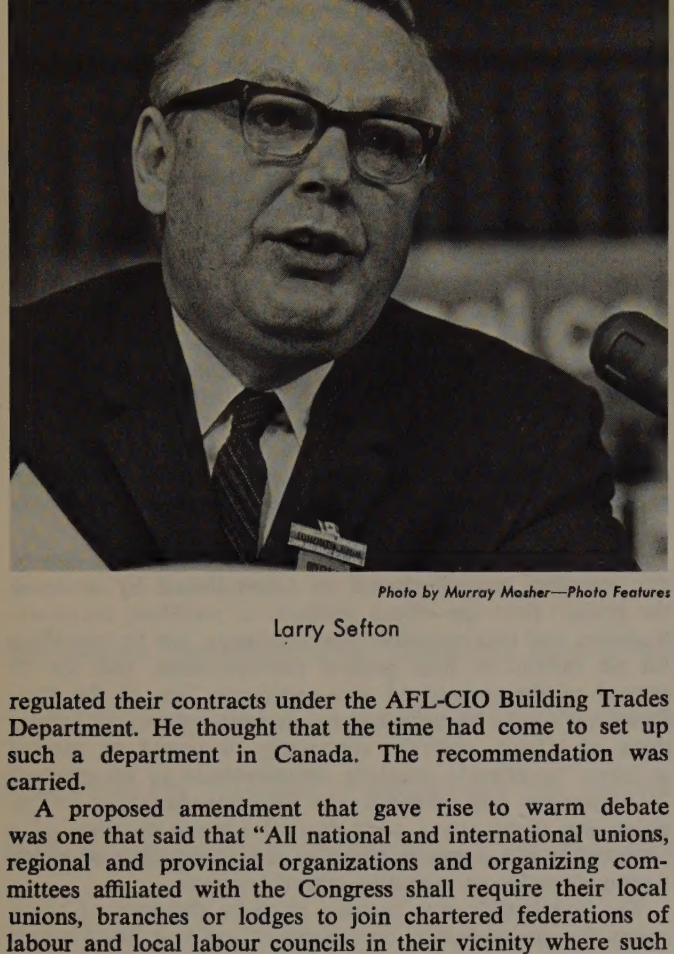


Photo by Murray Mosher—Photo Features

Larry Sefton

regulated their contracts under the AFL-CIO Building Trades Department. He thought that the time had come to set up such a department in Canada. The recommendation was carried.

A proposed amendment that gave rise to warm debate was one that said that "All national and international unions, regional and provincial organizations and organizing committees affiliated with the Congress shall require their local unions, branches or lodges to join chartered federations of labour and local labour councils in their vicinity where such exist." The only change was that the word "require" was substituted for "urge."

Claude Edwards, President of the Public Service Alliance of Canada, opposed the recommendation on the ground that it was constitutionally impossible for his union to carry out this requirement. To do so would require a change in the constitution that could not be made for some time.

Mr. Sefton said he thought that the requirement should be included, but in exceptional cases it would not be pressed if the situation was explained.

E. P. O'Connor, B.C. Government Employees' Association, said that his union's constitution provided for individuals to approve affiliation by secret vote. "You cannot insist on affiliation in our case," he said.

Stanley Little, President of the CUPE, opposed the recommendation, saying that it was not workable, and that to retain the word "require" would do harm when it could not be enforced.

R. C. Haynes, B.C. Federation of Labour, said that it was necessary for this constitutional change to be made. He urged the need for affiliation. Fred Nicoll, Vice-President of the CBRT, said that the constitutional change was asking the impossible, and that making affiliation mandatory was an exercise in futility. The Congress was going to have to live with this problem until organizations were able to effect a change in their own constitutions. If the requirement could not be carried out, an affiliate would be put in the position of standing in violation of the CLC constitution.

Louis Laberge, President of the QFL, said that even though some unions in the Quebec Federation of Labour might have difficulties, he believed the recommendation was very wise.

The recommendation was carried by a show of hands but J. K. Wylie, Public Service Alliance of Canada, thereupon moved that a standing vote should be taken. The motion was lost, and a motion was then made for a roll call vote. Such a vote would have taken a great deal of time, and the committee offered to discuss the matter and reintroduce it the next day. But when another call was made for a standing vote, the chairman decided that a standing vote should be taken. The recommendation was carried by the standing vote, and the matter was thus disposed of.

Recommendation No. 32 of the Commission on Constitution and Structure proposed that "the Congress should explore further ways and means of improving its liaison with federations and councils, with a view to initiating and assisting in the implementation of a more effective legislative program." This was the crucial recommendation by which the commission proposed to deal with the demand of the Quebec Federation of Labour for great autonomy.

The recommendation was the subject of a "minority report" by Gérard Rancourt, General Secretary of the QFL and one of the members of the Commission on Constitution and Structure. This report was published by the QFL and was distributed at the doors of the convention building, but was not given official recognition by being issued along with the report of the commission.

In this statement, Mr. Rancourt said that he supported the recommendations of the commission, but that he qualified his support with regard to Recommendation No. 32. He went on to argue that the provincial federations of labour had been constituted because the political structure of this country placed jurisdiction over labour matters in the hands of the provinces. The first line of defence of most Canadian workers was at the provincial level, he said. But although the CLC had the necessary structure to enable the workers in each province to defend themselves properly, it refused to use it to the full extent. The function of the federations "with a few exceptions, has been limited to that of spokesmen, more or less authorized, before the provincial governments. They have no authority over labour councils, trades or industrial councils operating in the regions under their jurisdiction. . . ."

Mr. Rancourt said that "the CLC, using its regional offices and ignoring its own structure, assumes in the provinces educational and organizational tasks that should be handled by the federations . . . The cost of such [structural] duplication is very high in personnel, in time and in energy." He contended that transferring the functions of the CLC regional offices to the federations would not weaken the Congress regionally or nationally. He said that the federations were part of the Congress, and "I cannot see how a strengthening of the federations could constitute a weakening of the CLC."

The provincial federations could no longer afford to be "mere paper tigers," Mr. Rancourt said, "and I do not see how the CLC can feel stronger when it sees a federation crushed by a reactionary provincial government anywhere in Canada."

Mr. Rancourt's main recommendation was that the Congress should recognize as the prerogative of the federations (a) all educational activities within a province initiated by a central body; and (b) the creation and chartering of labour and trade councils within its jurisdiction.

Speaking from the platform of the convention, Mr. Rancourt led the debate on Recommendation No. 32. He said that, although his recommendation might sound extreme there was room for compromise. He suggested that the

question could be dealt with in the same way as the dispute between the executive council and the QFL regarding negotiations with the CNTU, and he proposed that the incoming executive should be instructed to hold discussions with the provincial federations concerning the delegation of authority. He contended that the executive council's fear of his recommendation was motivated by fear of change.

Executive Vice-President Joe Morris, chairman of the committee on constitution and laws that piloted through the convention the report on constitutional changes, said the commission had demonstrated that it did not fear change. It had recommended a sweeping change in the governmental structure of the Congress. The QFL was not the only federation that had problems. The prerogative of the executive council was at stake. "We are bringing in a new structure. Let's not tie the hands of that structure."

Louis Laberge, speaking from the floor of the convention, said that the minority report represented the official position of the QFL. Their view was that certain vital functions should be delegated to them. Education was a provincial matter, and education should be delegated to the provincial federations. There was no doubt that, if they were responsible for education, they could get thousands of dollars from the provincial government for labour education, he said.

The discussion was broken off at this point, the end of the afternoon session on May 8, and was continued in the only evening session of the convention. At the opening of the evening session, Mr. MacDonald suggested that the microphones on the floor should be equally divided between those in favour and those opposed to Recommendation No. 32. Some delegates objected, shouting, "Not correct," but the suggestion was carried by a show of hands. One microphone was left for any "neutral" speaker who wished to take the floor.

A delegate from the Montreal Firefighters Association opposed the recommendation. He thought that the structure of the Congress should exist for the needs of the members, and should be a means and not an end in itself. The Congress should follow the example of big business, which allowed branches to act for the company in their respective territories.

R. C. Haynes, B.C. Federation of Labour, supporting the recommendation, said that it did not suggest that there should not be further studies of the question. Federations now had continuous representation in the Congress. He thought that, ultimately, consideration would have to be given to the question of duplication of staff between the Congress and the federations.

William Mahoney, in a fighting speech from the platform, supported the resolution. Acceptance of the Quebec proposals would transform the Congress into merely a central body among a number of other bodies on the same level. "Some of us don't believe that the way to build a labour movement is to tear it into ten pieces," he said. This was not a French-English conflict, but it concerned the question of "the kind of organization we are going to build." Delegates who voted for the recommendation would be voting for increased liaison.

At this point, with a number of speakers waiting at microphones on each side, a delegate at the "neutral" microphone gained the notice of the chair and moved the previous question (a means of forcing a vote and cutting off discussion).

The motion to put the previous question was carried on a show of hands amid cries of protest from delegates opposed to the main motion. Louis Laberge, by implication, accused Donald MacDonald of "railroading," suggesting that he should get a job with one of the railway unions. "Sour grapes won't get you anywhere, Louis," Mr. MacDonald retorted.

Photo by Murray Mosher—Photo Features

Gérard Rancourt

The CLC President explained that he had had no means of knowing that the delegate at the neutral microphone would move the previous question, but that, once it was moved, he had no choice but to put it to the meeting.

The previous question was carried, and when the main motion was put, it was carried by a large majority.

A recommendation of the commission, which proposed an amendment to the constitution providing that the sections dealing with the salaries of elected executive officers might be amended by a simple majority vote of the convention, occasioned some criticism. One delegate taunted the officers with being afraid that they would not get their increases if a two-thirds majority were required, and accused them of not having faith in themselves. Another delegate supported the idea of a simple majority. He said that he was not sure the officers should even have to come to the convention, "hat in hand," for salary increases. The recommendation was passed.

A recommended constitutional amendment provided that any union that had been suspended by the two founding organizations of the Congress should not be eligible for affiliation with the CLC unless the executive council was satisfied that the causes that led to the original suspension or expulsion no longer existed. The motion was carried only after a sharp exchange of views.

W. M. Stewart, Shipyard General Workers' Federation of B.C., said that the convention alone should decide who should be members of the Congress. "It's high time this convention decided that we are the supreme body, and not the executive council. Why keep out a whole union because we don't like some individuals in it," he said. The wording of the amendment should be changed to read "by decision of the convention."

The secretary of the committee, Larry Sefton, said that the new executive council would consist of 30 people. The convention could not stay in session all the time, and it was necessary to delegate responsibility to the council between conventions. The question should be decided by rule, not by emotion, he said.

Executive Vice-President William Dodge said that if the convention delegated to the council the right to admit unions, it must also give it the right to refuse to admit them.

The committee recommended adoption of three resolutions amending the constitution with reference to the salaries fixed for the president, the secretary-treasurer, and the executive vice-presidents. The resolutions proposed an increase of $5,000 a year in all cases, making the president's salary $25,000, that of the secretary-treasurer $22,500, and that of the executive vice-presidents $21,000.

One delegate opposed the motion. He said that paying labour leaders like management would make them act like management. The Congress should get back to paying the officers the average worker's average wage, he said. Another delegate asked the convention where there was an industry with some two million people whose officers would work for the salary paid by the Congress. "If they are doing a job, we should pay them the money they deserve for the responsibility they have," he said. The motion was carried.

Recommended Legislation

The legislative committee of the convention dealt with resolutions on various subjects that included: housing, Bill C-186 (L.G., Feb., p. 73), minimum wages, weekly paydays, vacations and statutory holidays, collective bargaining for municipal employees, and compulsory arbitration, A large number of resolutions on other subjects that came within the province of this committee were not dealt with, but were referred to the incoming executive before the convention adjourned.

A policy statement on housing, drawn up by the committee and adopted by the convention, recommended that the federal Government should establish a Department of Housing and Urban Affairs. It also recommended among other things, that: rent review boards should be established by provincial governments; the principle of subsidized mortgage rates should be adopted; massive land assembly programs should be instituted; the amount of money for housing supplied by the federal Government should be substantially increased; and provincial federations of labour should strongly urge their respective governments to sharply increase the pace of activity of their housing commissions or corporations.

A substitute resolution proposed by the committee to cover three proposed resolutions, which was approved by the delegates, declared support for the position taken by the CLC with regard to Bill C-186 in its submission to the Commons Committee on Labour and Employment, condemned the bill as against the interests of labour-management relations and the public generally, and pledged opposition to the reintroduction of the bill or any similar measure.

In other resolutions, the delegates decided to ask the federal Government to establish a minimum wage of $2 an hour across Canada for both men and women, agreed in recommending legislation to require employers to institute weekly paydays, and agreed to refer the matter to the provincial Federations of Labour for action within their legislative jurisdictions, and urged longer vacations with pay and extra pay to cover travelling and accommodation expenses during vacation. They also decided that the federal Government should be urged to declare the first Monday in August a national holiday, that municipal governments should be encouraged to regard Easter Monday as a holiday, and that affiliates should be advised to add this holiday to their bar gaining demands.

The convention also recommended legislation specifyin that certain holidays should be kept on the following Mon day when they occurred on Saturday or Sunday, and a law to compel municipalities to negotiate on a regional basis a a first step toward province-wide bargaining. A resolution was passed condemning "the unwarranted restriction of raili way workers' right to strike by the federal Governmen through its repeated interventions to curtail or halt lega railway strikes," and declaring "unalterable aversion to com pulsory arbitration as a means of settling industrial dis putes."

The Congress was urged by the convention to help the B.C. Federation of Labour in every possible way to prevent the provincial Government from implementing Bill 33 (see p. 392). It was argued that, if this bill were pu into effect, it would encourage employers and other provin cial governments to try to bring in similar legislation.

A resolution was adopted declaring the opposition of the Congress "to any legislation imposing compulsory arbitra tion on any group of workers, thus denying them the right they should have in a democracy to determine their wages and working conditions through the medium of free collec tive bargaining."

In Unity Lies Strength

The labour movements of both Canada and the United States must work together to bring the utmost benefits to wage earners, delegates to the CLC Convention were told. Howard Coughlin, President of the Office and Professional Employees' Union, urged the delegates to work toward unity of objectives between the CLC and the AFL-CIO. Mr. Coughlin attended the Convention as a fraternal delegate from the AFL-CIO.

Labour unions in both countries face similar problems and objectives, he observed. International corporate firms based in the U.S. employ many workers who are members of international unions active in both countries. He pointed out that patterns of labour legislation were similar in both countries. His thesis was that industrial relations laws appearing in one part of the continent would soon be adopted in other parts. He warned that the content of B.C.'s Bill 33 (see p. 392), which he saw as a real threat to the security of free negotiations in collective bargaining, could easily be legislated in the rest of Canada and the U.S.

Economic goals, such as the UAW's demand for wage parity with American workers for its Canadian members, cannot be achieved without co-ordinated collective bargaining strength, Mr. Coughlin suggested. He placed the onus on the labour movements of both countries of keeping a close watch on any increase of productivity resulting from accelerated automation. Labour's goal of a shorter workweek would be dependent on such an increase, said Mr. Coughlin, and he predicted that it would help create an "age of leisure" by 1985.

This resolution led to a considerable amount of debate. R. Henham, CRBT, said that the non-operating railway unions would be back in negotiation this fall, and they wanted the support of the Congress. An IAM delegate said that railway workers' wages had fallen behind because of compulsory arbitration. A delegate of the Canadian Union of Postal Workers said that his union would fight compulsory arbitration in the Public Service, and C. F. Maguire, National Representative of the Letter Carriers' Union of Canada, said his union had applied for conciliation so that they would be in a position to strike, and if there were no satisfactory results, they would go on strike.

Economic Policy

In an eight-page statement on economic policy prepared by the economic policy committee, the convention declared full employment to be a top priority. Other matters touched on by the statement, which was adopted by the convention, were: wage guidelines and income policies; economic planning; the Carter Report; foreign control; the Watkins Report; international monetary crisis; technological change and manpower policy; and international trade.

A reference in the statement to attrition as an important method of dealing with layoffs associated with technological

The Election of Officers

Photo by Murray Mosher—Photo Features

Left to right: Gérard Rancourt, William Dodge, Donald MacDonald, Joseph Morris.

The election of a new president, and the enlargement of the Executive Council, led to changes in the incumbents of three of the four executive offices, the addition of two general vice-presidents, and the introduction of a number of new names among the 10 vice-presidents at large.

The following were elected without opposition: President, Donald MacDonald (formerly Secretary-Treasurer); William Dodge, Secretary-Treasurer (formerly Executive Vice-President); and Joseph Morris, Executive Vice-President.

In one of the only two contests in the election, Gérard Rancourt was elected to the second Vice-President's position, defeating Romeo Mathieu, the official nominee of the Executive Council, by 884 to 534 votes. Mr. Rancourt's election was hailed with enthusiasm by a number of his supporters, some of whom carried him shoulder-high to the platform. He had originally been on the official slate of nominations, but his name was removed shortly before the convention on account of the quarrel between the QFL and the Congress.

Of the six elected without opposition as General Vice-Presidents, William Mahoney, United Steelworkers, William Ladyman, International Brotherhood of Electrical Workers, and A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen, were re-elected. Former General Vice-President George Burt, United Automobile Workers, did not stand for re-election. The other three elected to the position were: Dennis McDermott, recently appointed Regional Director in Canada of the United Automobile Workers in succession to George Burt; L. H. Lorrain, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and Stanley Little, Canadian Union of Public Employees.

The following were elected Vice-Presidents at large: Larry Sefton, C. Neil Reimer, Robert Smeal, Huguette Plamondon, G. C. Watson, Michael Rygus, Fred Nicoll, Claude Edwards, William Stefanovitch, and Bernard Shane. This election was the result of a contest in which 13 candidates were nominated. The 10 elected were all nominees of the Executive Council, and the other three candidates were William Stewart, Jack Staples, and Josephine Hallock.

change was taken exception to by two delegates representing the Brotherhood of Locomotive Firemen and Enginemen. A. R. Gibbons, Canadian Vice-President of the union, said that his union had become disillusioned with attrition as a method of avoiding such layoffs. It had been the method applied to locomotive firemen, but his union had been at a disadvantage in collective bargaining on account of it.

Some firemen, he said, had had no increases in pay since 1960. The union had been negotiating with the two main railways for more than a year, and all that the companies had offered was an increase of 8 per cent by the CNR and 7 per cent by the CPR for a three-year agreement, in contrast to the non-operating railway employees who had been given 24 per cent over three years. If this was attrition, Mr. Gibbons said, it was no good.

Another BLFE delegate said that, when the firemen went to the railway companies to ask for wage increases, they were told, "You are lucky to be here," and that they should not expect any increases.

A delegate who was an NDP candidate in the federal election said that the policy statement failed to point out that the Government had damaged the economy by its policy with regard to NATO and NORAD and the Vietnam war. The Government should cut its support of NATO and NORAD. He said that the Government had restricted trading with China because it had refused to recognize the Government of China.

Another delegate said that the statement contained outdated philosophy. He said that nothing could be further from the truth than the idea that productivity in Canadian plants was lower than in American plants. He complained that companies unloaded outdated equipment on Canadian plants. Economic independence was needed. The Govern-

Report of the Secretary-Treasurer

Both financially and administratively, the CLC has shown progress for three successive, biennial periods of review. Donald MacDonald, in his capacity as Secretary-Treasurer, told the delegates that the CLC's increasing gross revenue had made it possible for the Congress to finance its constantly expanding activities, and still realize an operating surplus.

One of the financial goals of the CLC, as announced at the 1956 merger Convention, was to set aside fluid reserves. They are to be equal to six months expenditures, to ensure that the Congress could maintain its programs and activities during adverse economic conditions. This objective was achieved during 1967, Mr. MacDonald reported. The general fund investment bond portfolio reached a par value of $810,500. This, in addition to investment in the ICFTU, which reached $15,000, and the net cash position, created fluid reserves in excess of the $816,000 needed for expenditures for half a year.

There has been a proportionate increase in the total number of organized workers in Canada, and unions affiliated with the Congress have embraced an increased percentage of them during the past two years, the Secretary-Treasurer said. At the time of the 1966 Convention, in spite of a numerical growth in membership, the proportional growth in percentage terms had remained almost static. The total number of organized workers in 1967 rose to 32 per cent from 30 per cent two years previously, and, of this, the membership in the Congress in 1967 rose to 75.5 per cent from 73 or 74 per cent two years before.

Special notice was given to the standing of the Chartered Union Defence Fund. The Fund, which is maintained to provide strike benefits and legal and similar assistance to the directly chartered unions of the Congress, is administered by the executive committee. During the past two years, there has been an unusually large demand on the fund; hence its balance increased by barely $2,000 from its previous balance of $220,000 at the end of 1965.

The Congress has been encouraging directly chartered unions to tranfer to, or merge with, affiliates with appropriate jurisdiction. Although this policy was actively pursued, Mr. MacDonald said, membership in directly chartered unions and per capita receipts from them dropped only fractionally.

The Secretary-Treasurer was particularly concerned with efforts of the CNTU to change the national bargaining structures established by the Industrial Relations and Disputes Investigation Act and the Canada Labour Relations Board, and by the membership raids conducted by the CNTU against CLC affiliates in the radio, television and railway fields. To combat these attempts, the Congress has set up a special Quebec Organizing Fund, to which all affiliates have been requested to contribute.

Mr. MacDonald reported that the resources of the fund were put to use "to protect the Congress affiliates from the depredations of the CNTU."

The fund, he noted, was not designed to finance activities in the political or legislative fields. Therefore, finances for a counter-campaign to that of the CNTU in the political field were received from the Congress departmental budgets and latterly from a distribution of costs between the general treasury and departmental budgets.

Mr. MacDonald lamented the fact that the federal Government had "capitulated" to the CNTU's efforts, and introduced the "notorious" Bill C-186 as a result of the CNTU's campaign. "If enacted, it would give the CNTU all it sought by way of the destruction of the national bargaining principle, and render the CLRB impotent."

The gross revenue of the Congress for 1966 amounted to $1,649,144.74 and for 1967, to $1,764,337.30 for a total of $3,413,482.04. Expenditures in 1966 were $1,541,578.25, and increased during 1967 to $1,631,957.82 for a total of $3,173,536.07. The operating surplus resulting from this was $107,566.49 in 1966, and $132,379.48 in 1967, for a total of $239,945.97.

ment should look more thoroughly at the question of the moving of Canadian plants to the United States.

The committee chairman pointed out that the statement had said that firms should be made to obey Canadian laws, and had urged the setting up of an agency to export to any country that wanted to trade with Canada.

Referring to wage parity, an Oshawa delegate of the UAW said that the threat by Massey-Ferguson to pull out of Canada raised the question of nationalization. The Canada-U.S. auto agreement was not all roses. It was costing jobs for both Canadian and American workers because it was allowing the companies to rationalize production. Jobs were scarcer in Oshawa, and some fabricating plants were turning over their work to U.S. parts plants.

The policy statement reiterated the CLC's support of the recommendations of the Carter Report (L.G., June 1967, p. 349). It said that it offered "a blueprint for developing for the first time in Canada a system of taxation whose overriding precept is a consideration for equity or fairness."

The convention approved resolutions concerning economic policy:

- urging the Congress and its affiliates to give full consideration to the problems created by technological change, and to examine the idea of waging a national campaign to reduce working hours with no reduction in pay, as a measure designed to alleviate the impact of technological change on Canadian workers; and
- asking the Congress to press the federal Government to abolish inheritance tax and to enact legislation to stimulate home ownership by allowing interest paid on mortgages to be deductible for income tax purposes.

Political Education

The delegates approved resolutions asking the federal Government to pass legislation requiring public disclosure of all contributions to political parties; favouring abolition of the Senate; instructing the Congress to circulate the attendance records of MPs for the use of local political education committees and to urge the Government to take measures to curtail and eliminate absenteeism; and condemning the Liberal Government of Saskatchewan for "its anti-labour attitude and regressive actions respecting public programs and social legislation."

The convention adopted a policy statement on political education in which it strongly reaffirmed the political policy statements of previous conventions and pledged its support "to the building of the political machinery that is necessary to make the New Democratic Party the government of Canada."

Bill C-186

The convention unanimously passed an emergency resolution declaring the determination of the Congress "to oppose Bill C-186, and to use all its resources and engage in every possible measure to prevent the enactment of this politically biased and morally indefensible proposal."

Fred D. Nicoll, CBRT, described the bill as a most dangerous and destructive threat to the labour movement, and he said that it would be resurrected if the Liberals were returned. It was meant to give freedom of disassociation, and he asserted that it was necessary for railway labour to get national bargaining and wage rates. The Liberal Government would put the clock back by passing such a bill.

Louis Laberge said that the QFL supported this resolution to try to defeat the bill, believing that it was against the best interests of the workers. It was not a question of unity, but a question of efficiency.

Robert Smeale, Business Manager, Canadian Air Line Flight Attendants' Association, thought that many unionists did not realize what was behind this bill. The Liberal Party proposed to divide the workers, he said. The effect of the bill would be to increase regional disparities.

Social Security

A resolution regarding medicare, recommended by the social security committee, urged the provincial federations of labour, in provinces where no action had been taken to put the federal Medical Care Act into effect, to urge their respective governments to introduce suitable medicare legislation at the earliest possible date "with a view to the introduction of a universal medical program within the province."

This resolution was adopted by the convention, as well as a policy statement on medicare proposed by the executive council. In this policy statement, the Congress reaffirmed its view that "nothing less than a comprehensive system of health care under public auspices will satisfy the health needs of the Canadian people." The statement challenged assertions by federal cabinet ministers as to the heavy extra costs of such a scheme to the taxpayers. It argued that people were already spending a good deal of money on medical care, and that "the universal introduction of medicare would in large measure be simply transfers of payments from private to public programs."

The delegates approved resolutions that urged the establishment of comprehensive prepaid dental care for all, and that prescribed drugs for old-age pensioners should be paid for by the federal Government as a temporary measure pending the inclusion of prescribed drugs in a medicare program.

A resolution that the Congress should petition the federal Government "to have the entire question of the international drugs cartel raised in the United Nations, and a committee of that body . . . set up to investigate and report on the matter" was approved in principle. The question of drug

Photo by Murray Mosher—Photo Features

William Dodge and William Mahoney

prices generally was referred to the incoming executive council "for appropriate legislative action."

Human Rights

A statement of human rights, approved by the convention, said that although progress had been made, "Canada is a long way from realizing the ideals of the United Nations Declaration [Universal Declaration on Human Rights]. The stage must still be set for further efforts to improve human rights in Canada." The statement went on to describe what the Congress thought should be done to bring about greater equality of opportunity and to prevent discrimination in employment and housing, and to improve the condition of Canadian Indians.

The human rights committee reported that the executive council had agreed to institute two projects in 1968 in commemoration of the UN Declaration. One of these would be a National Human Rights Conference to be held in Ottawa on November 12 to 14, 1968, and the other would be the underwriting and supervision of a special project among the Indian population at Kenora, Ont., in "an effort to adduce facts on the situation there so that meaningful representation may be made to governments proposing adequate solutions to the social and economic problems confronting our Indian people."

To raise funds for the Kenora project, an appeal for financial assistance on a voluntary basis was being made to all affiliates.

Education

The convention endorsed "the principle of equal opportunity of education for all Canadians," and agreed to ask the federal and provincial governments to "institute an adequate system of aid that would eliminate all financial barriers to the attainment of education at all levels," and to press those governments "to assume the entire responsibility for education costs."

The convention authorized the incoming executive council to study the possibility of providing for regular and adequate financing of the Labour College, and to recommend to the 1970 convention "the methods they propose to meet this need." It also urged all affiliated unions to support the Labour College "to the fullest financial extent possible."

International Affairs

A policy statement on international affairs, presented to the convention by the international affairs committee, said that there was new hope for improvement in the Vietnam situation in the agreement to begin talks in Paris on May 10. The Congress called on all concerned in the discussions "to bury their hostilities so that there may be an end to the carnage at the earliest possible moment," and on the United States and the Governments of South and North Vietnam "to match deeds with words."

It said that "the Government of Canada should redouble its efforts to assist in every way possible." Great Britain and the USSR, as joint chairmen of the Geneva Conferences in 1954 and 1962, should take the initiative necessary to bring about a solution.

The statement referred briefly to the situation in the Middle East, in Africa and in Greece. In a section on "The Contradictions of Prosperity and Poverty," it urged that Canada should "spend at least 1 per cent of its gross national product for external aid and development, thus meeting the target set by the United Nations and other agencies." It also advocatee that consideration be given to granting special tariff and othe trade concessions to new countries.

The statement referred to the 50th anniversary of the ILC in 1969, and said that the Congress would mark "this trul historical event in a meaningful and appropriate manner." I wanted the present status and potential effectiveness o NORAD to be "carefully assessed."

A number of delegates expressed disappointment or dis satisfaction with the policy statement. Eamon Park, Unite Steelworkers, supported it "with misgivings." He said that ou participation in NORAD was useless. He wanted cultura exchanges across the Iron Curtain involving working people A Pulp, Sulphite and Paper Mill Workers delegate was n happy with the report. He wanted the sale of arms in Canad to be stopped.

A Steelworkers' delegate complained that there was no men tion in the report of what the unions should be doing. Som did not contribute to helping the developing countries, he said Jimmy James, Manitoba Federation of Labour, said tha

New Goals for the ICFTU

The progress of the International Confederation of Free Trade Unions since its inception 20 years ago was the topic chosen by Harm Buiter, General Secretary of the ICFTU, who was the international delegate to the CLC Constitutional Convention.

The ICFTU is suffering from a lack of funds, said Mr. Buiter. Its income has not kept pace with its expenditures. He put forward to the delegates two goals for the international labour union: to streamline its organization; and to set up an effective workers organization that would discuss problems facing labour on an international scale, and intervene when necessary in an attempt to solve such economic and other problems.

Mr. Buiter cited several examples to show how labour unions are able to help bring about settlement of serious international disputes. The United Nations was not able to resolve the Arab-Israeli war that broke out last year, he noted. The ICFTU, however, was able to arrange a meeting in Brussels between Arab and Israeli workers to discuss the dispute from their respective points of view. These meetings were not completely successful, Mr. Buiter acknowledged, but reported that the representatives had agreed to continue the discussions at a later date.

The speaker told also of the ICFTU's international campaign to provide relief for Vietnamese workers who had been dispossessed by the war in their country. The international body was able to obtain the release of several South Vietnamese trade union leaders who had been captured by the enemy army.

Describing the Confederation's planned program for the United Nations International Human Rights Year, Mr. Buiter called for international solidarity among labour groups on behalf of "millions of suppressed workers." He reiterated the ICFTU's program for human rights, and emphasized that combat against suppression of human rights was a continuing job for trade unions.

unionists paid lip service, but did not abide by this statement of policy. Nancy McDonald, Hamilton Labour Council, reminded the delegates of Nagasaki, and said that the preservation of the human race was the joint concern of all mothers, who did not want their children to be sacrificed to the gluttons of war.

Executive Vice-President Joe Morris said that the convention was dealing with a policy statement, not a rhetorical recital. The character of the regimes in power in Portugal, Spain and other countries was well known. The Congress did not support the shipment of arms to Vietnam, but it was possible to act only under machinery set up by the United Nations. He said that the question of cultural exchanges had undergone serious consideration by the Congress. "We have told the ICFTU that policies must be re-evaluated." It was necessary to work in areas in which they could be most effective, he said.

A CUPE delegate said that he was pleased to hear Brother Morris say that the Congress was opposed to the sale of Canadian arms to the United States to be used in Vietnam. The absence of such a statement was a weakness in the policy statement. The voice of this Congress should be added to that of world opinion that negotiations must be brought to a conclusion, he said. Organized labour should compel a much more forceful position to be taken to end the war.

A motion to refer the policy statement back to the committee was put and carried, and at the final session, the committee brought forward an addendum to its policy statement. This addendum made certain changes in the statement, including one that said in part, "We have no right to profit on this wretched war by the shipment of arms to the United States, and we call for the immediate cessation of all such shipments."

Another change said that NORAD had now outlived any possible usefulness it had ever had as an instrument of North American defence, and the Congress called for Canada's immediate withdrawal from the NORAD agreements.

A paragraph was inserted that said, "We believe that the time has arrived when cultural exchanges at all levels of activities between various nations are desirable in order that maximum understanding may be achieved between peoples, and their respective prejudice and ignorance reduced. The committee draws attention of the convention to the fact that this subject is on the agenda for discussion at the next meeting of the executive board of the ICFTU in July of this year."

With this addendum, the policy statement on international affairs was approved by the delegates.

A resolution urging the admission to the Congress of the United Fishermen and Allied Workers' Union "with the greatest possible dispatch," was, on the motion of the committee on organization, referred to the incoming executive for consideration.

Executive Vice-President Morris said that a formal application for admission had been made for the fishermen's union,

The President's Address

The address of the CLC President rang like a throne speech. Acting President Donald MacDonald (now President) set out the areas of policy programs that the CLC would follow during the next two years and beyond. The policy statements adopted by the Convention were discussed and debated throughout the week-long meeting.

Mr. MacDonald, an ex-coal miner from Nova Scotia, was outspoken in his criticism of government policies and programs in matters that affect the economic and social conditions of workers. Regional disparities in the living conditions of workers, and poverty, were the primary targets of his criticism. Taxation was another. "It is obvious that our system of transfer payments has so far failed to accomplish [equitable distribution of the national income]."

Mr. MacDonald made it clear that members of the CLC are soundly opposed to a government wage and price review board. "It is part of the old, familiar pattern of placing the burden of economic recession and dislocation on the backs of the workers." He then outlined the move of the CLC to oppose a wage "freeze" and inequalities in the distribution of the national income, which "doom hundreds of thousands of fellow Canadians to a standard of bare subsistence."

Social legislation was a serious and inevitable topic, Mr. MacDonald said. He insisted that medicare legislation, unemployment insurance and housing programs should be expanded to accommodate workers who need these services, but who cannot, through their own resources, purchase them. He was referring to the Medical Care Act, of which only a few provinces have indicated that they will take advantage, the Unemployment Insurance Act, and the National Housing Act, which so far has been unable to overcome the "ever-worsening housing situation."

Mr. MacDonald showed particular contempt for recently introduced labour legislation. "We have seen the introduction of compulsory arbitration in one province after another . . .

"Bill C-186 was one of the most flagrant and unabashed pieces of political patronage ever devised." He termed the bill "destructive" of "the independence of action of the Canada Labour Relations Board, the determination of appropriateness of bargaining units on rational grounds, protection against the fragmentation of the bargaining unit into competing and conflicting local or regional units, and the avoidance of litigation in connection with Board decisions."

The labour movement, Mr. MacDonald said, is faced daily with the problem of technological change, and amendments to the Industrial Relations and Disputes Investigation Act must be made to enable unions to protect their members against its adverse effects, for which recommendations are proposed in the Freedman Report.

and was in the hands of the executive council. He said also that the council had given its blessing to efforts by the United Packinghouse Workers and the United Fishermen to work out a merger agreement.

Another resolution proposed by the committee as a substitute for 10 resolutions on the same subject directed that the CLC should accept into affiliation any union outside the Congress that was prepared to abide by the principles, policies and constitution of the CLC, provided that such admission did not add to "the proliferation of unions within a given jurisdiction, unless there are valid reasons for doing so."

There was strong opposition to this resolution, and it was finally referred back to the committee. One delegate objected to the words "proliferation of unions" in the resolution. He said it might defeat the intent of the resolution if anyone could object to admission because of a conflict of jurisdictions. "Let's remove the strings," he said. All unions must be got into the Congress before they could work to get rid of proliferation.

Another delegate said that they should stand for a common front. They could not be isolationists. It was necessary to recognize that there were affiliates that were undemocratic. A Steelworkers delegate, speaking for the resolution, said that there was nothing in it that precluded discussions between unions inside the Congress and those outside. Unity that brought all fights into the Congress was not unity. Unions brought in should be those with common interests.

A delegate of the Railway, Airline and Steamship Clerks said, "We don't get unity by talking about it." The officers should get down to talking about these things. "Let's get everyone into the Congress and find out what they are thinking about," he said.

A motion to refer the resolution back to the committee was carried.

Seafarers' International Union

The committee opposed a resolution that proposed "that the decision of the executive council to accept application of the Seafarers' International Union be hereby reversed and nullified." This resolution provoked a good deal of discussion and uncovered strong opposition to the readmission of the SIU, although the convention eventually supported the committee's recommendation of non-concurrence.

Jack Staples, President of the Canadian Maritime Union, which presented the resolution, said that the Congress did not want in its ranks racketeering unions such as the SIU. "We in the industry know what they were, and they haven't changed since 1962," he said. Banks was still on their payroll, their constitution had never been reformed, and their dues were extortionate. In the United States, the union reached right into the gangster movement. He urged the delegates to vote against the committee's recommendation.

J. K. Wyllie, Public Service Alliance of Canada, said that he could not support the committee's recommendation on

Union Label Trades Department

Amendments to change and rearrange the constitution of the Union Label Trades Department and 12 resolutions to be presented to the CLC Constitutional Convention occupied the major portion of the agenda of the Department's sixth biennial convention.

The CLC Acting President, Donald MacDonald, addressed the delegates on the subject of "victimization of those who control the market of goods and services against unionists who, as consumers, must purchase those goods and services."

Mr. MacDonald, at the time campaigning for the presidency of the CLC, discussed with Union Label delegates the approaches and techniques that could be used to achieve the goals of the Trades Department. Chief among these was promotion of the use of the union label "to strengthen the position of unionists who fight for fair working conditions, then lose them because consumers don't buy union-made products."

There were only 102 delegates attending the convention. This was a source of concern to the executive of the department because it was a reflection of union participation in the activities of the department. The executive noted that several of the large international unions that are affiliated with the Union Label and Service Trades Department of the AFL-CIO are not affiliated with the Union Label Trades Department of the CLC. Members expressed the hope that the Canadian sections of these unions would affiliate with the department.

One of the causes and, at the same time, one of the manifestations of this problem was the difficulty in assessing the locals to which credentials should be sent. For unions that affiliate all their locals, there is no problem. But in cases in which large national or international unions affiliate only a percentage of their membership, the credentials are often misplaced or not sent on to the representatives. Delegates expressed the need to acquire a greater representation of unions within the department to overcome this difficulty.

The convention elected its officers for the next two years. Stanley G. Clair, Amalgamated Clothing Workers of America, will continue in his office as President. Regional Vice-Presidents are: Maritimes, Gordon Smith; Prairies, William Haiko; British Columbia, Josephine Hallock, Office and Professional Employees' International Union; and Quebec, Gérard Rancourt, Quebec Federation of Labour.

Provincial Vice-Presidents are: British Columbia, B. Swanson; Alberta, W. Y. Paterson; Saskatchewan, L. Ball; Ontario, Ian Reilly; Manitoba, A. Walker; Quebec, Saul Linds, Amalgamated Clothing Workers of America; New Brunswick, Annie Laird; and Newfoundland, Martin Saunders.

In addition to electing their new officers, the delegates passed two constitutional amendments to empower the executive to appoint provincial vice-presidents for Nova Scotia and Prince Edward Island.

non-concurrence until all the facts had been given. He would not support the admission of the SIU until he was sure it was not dominated by Hal Banks. He recalled that "a few short years ago" the union had been branded as unfit to be in the Congress.

A delegate who opposed the readmission of the SIU said that it was the same organization today as it was six years ago. It was a vehicle to extort money out of people. (A leaflet was circulated at the convention that purported to have been issued by "SIU Rank & File Members," that gave the SIU dues structure, showing that the probationary membership fee was $240, monthly dues $8, and additional assessments $20. Book membership was given as $100. Excerpts from the SIU's National Shipping Rules showed the existence of what appeared to be oppressive hiring practices).

R. A. Cockrem, Canadian Air Traffic Control Association, supported the resolution as it had been presented. The SIU was no better than before, he said, and its admission lowered the standards of the union movement.

A motion by C. J. Martin, Brotherhood of Railroad Trainmen, and seconded by R. Greaves, CBRT, to refer the recommendation of non-concurrence back to the committee was put to the convention and lost.

R. Henham, Local 275, CBRT, Vancouver, suggested that the executive council had made a wrong decision in readmitting the SIU, and that the convention should put things right by reversing it.

General Vice-President William Mahoney said that the executive council was blamed one minute for not bringing every union into Congress, and blamed the next minute for admitting a union. He asked why the president of the SIU, who was present, did not get up to defend his own union. The SIU constitution, Mr. Mahoney said, had been democratically chosen by the seamen. They were not concerned about thugs like Hal Banks, but they were concerned about the seamen, and they thought they should have them back.

M. K. Carson, CBRT, disagreed with the committee's recommendation. He thought that the labour movement would be best served if the delegates thought about what had happened in the SIU since the Winnipeg convention. The same necessity for a trusteeship still existed. He thought that the executive council, with the best intentions, had made a very grave mistake.

Acting President MacDonald made a statement on the question. He said that he could well appreciate the emotions generated. He recalled that it had been the CLC that had in the first place forced a reluctant Government to take action "to rid our society of a cankerous growth." The trusteeship had been supported by the CLC although the principle was abhorrent to it. The trustees were to be commended on the job they had done.

An application for readmission had never received such close scrutiny as the SIU's application had received. It had finally been decided to give serious consideration to the application, and the unions concerned had been notified. The admission had been carefully screened, and a committee had been set up to keep watch on the SIU. The strike they had conducted last year had been a model of correct behaviour, and since they had come back to the Congress they had conducted themselves with the utmost probity.

What some were trying to do would mean that the Congress would expel the SIU after a few months during which there had been no complaint.

The committee's recommendation of non-concurrence was finally carried.

Government Employees

The chairman of the government employees' committee, Claude Edwards, read a report on the situation affecting government employees, particularly those belonging to affiliates of the CLC.

The report said that the great majority of federal Government employees were now represented for collective bargaining purposes by Congress affiliates. The committee believed that "the standing government employees' committee of the Congress must be reactivated and used to maintain an ongoing appraisal of the effectiveness of the Public Service Staff Relations Act and other relevant legislation," and for other purposes.

"Close and effective collaboration now exists between the Public Service Alliance of Canada and the Canadian Union of Public Employees," the report said; and these affiliates proposed "to broaden their degree of co-operation by integrating their technical and other services and facilities in the near future." Steps had been taken to increase co-operation between these two unions and five provincial government organizations by a program of conferences and consultations, which it was hoped would bring unaffiliated organizations into the Congress.

General Resolutions

The general resolutions committee recommended and the delegates approved resolutions that:

- asked the Congress, provincial federations and local labour councils to bring pressure to bear on federal, provincial and municipal governments to ensure that uniforms bought for the use of employees of such governments should bear the union label, and advising affiliated unions to urge their members to demand the union label when buying wearing apparel;
- asked the Congress to press the Department of Transport to remedy the lack of airport facilities in Nova Scotia by constructing such facilities, and as a first step, to extend and pave runways at the Trenton, N.S., airport;
- instructed the Congress to press the federal Government to "carefully consider commencement dates for new buildings and other projects to ensure maximum employment of construction workers during winter months;"
- recommended the granting of divorce by mutual consent of the parties, after a waiting period of one year;
- favoured the granting of legal abortions "at the request of the person involved;" and
- urged every CLC affiliate to pledge support of the principle that "all labour appointments to government boards, commissions and other government bodies be made or authorized by the appropriate central labour body."

A resolution urging the Government "to institute a suitable allowance payable to female citizens who remain in the home to properly develop and counsel the future population of Canada" was referred to a newly constituted CLC committee on the status of women.

Shirley Carr, Local 133, CUPE, disagreed with this resolution and wanted it to be referred back to the committee. A male Public Service Alliance of Canada delegate, on the other hand, supported it wholeheartedly and described it as the most revolutionary resolution to date.

A resolution directing the Congress to establish a consumers affairs department, and urging affiliated provincial federations to follow suit, was approved in principle and referred to the incoming executive.

Planning for Greater Security

Trade unionists must be willing to change their traditional attitudes toward technological change, and face the realities of economic and social progress, George Lowthian, British fraternal delegate from the Trades Union Congress, told the CLC convention. There is little future for any trade unions if they are not willing to throw away their prejudices about economic and industrial planning, he said.

A former chairman of the TUC and a present General Secretary of the Congress, Mr. Lowthian emphasized the need for unions to keep up with mass-production techniques, and growth in the size of markets. "Many of these economic and political changes are welcome to trade unionists because they provide evidence of greater maturity, both of our industries and our nation, and because they have resulted in significant improvements in living standards. But it is an important part of our job to ensure that those who are in the front line of change are adequately protected, and that they are among the winners, and not among the losers."

Mr. Lowthian was adamant in his conviction that trade unionists must have a voice in industrial decisions, and that new forms of security must go hand in hand with new industrial techniques. "This, in essence, is what we in Britain mean by planning. Planning involves the creation of a co-ordinated view of what needs to be done" to give workers better standards of living, social justice, more jobs, continuity of employment and economic security.

Britain established the National Economic Development Council in February 1962. It comprises representatives of the Government, the employers' central organization and the TUC. It meets monthly to discuss topics concerning industrial planning and the achievement of national objectives. The staff of the Director-General of the Council prepares papers and reports to take account of these interests and objectives.

The Economic Development Committees are extensions of the Council, which provide regional reports at the industry level. At present, there are 25 Committees, one in each major industry, with tripartite representation, and there are plans for setting up further committees. These committees study management training, services offered by the British Employment Exchanges, welfare premises, standardization, and the improvement of forecasting demand and output.

A Central Training Council and 21 Industrial Training Boards have been set up under the Industrial Training Act of 1964. Manpower problems, and the development of skills to meet technological change, are the principal subjects of discussion at these boards, and their examination has lead to the establishment of a wide range of new training facilities.

The work of the TUC in influencing economic policies and planning is an ongoing one, was the message of Lord Wright, the other fraternal delegate of the TUC.

The TUC this year is celebrating its centenary. Lord Wright, General Secretary of the TUC, and Chairman of its General Council, described to the delegates the organization's history and development. It now represents 8.75 million British workers. Only one major union, teachers, remains outside the central organization. The teachers group is at present holding a referendum on whether to affiliate with the Congress. "If their answer is 'yes'," Lord Wright said, "the TUC will be just about complete and comprehensive."

Photo by Murray Mosher—Photo Features

George Lowthian

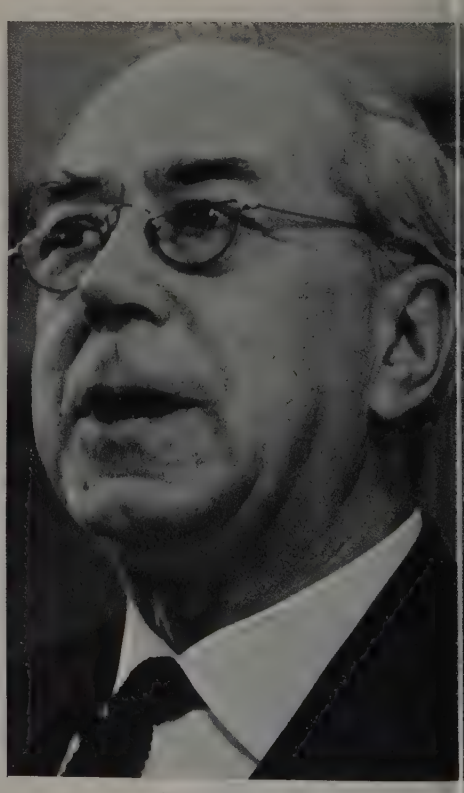


Photo by Murray Mosher—Photo Features

Lord Wright

Behind the Scenes

At the CLC Convention

Photo by Murray Mosher—Photo Features

Louis Laberge

The running battle between the executive committees of the Canadian Labour Congress and the Quebec Federation of Labour concerning an appeal procedure submitted by the QFL to the convention was where the action was during the CLC's Seventh Constitutional Convention.

The expected crisis between the QFL delegates and the CLC executive failed to materialize when last-minute negotiations healed the growing rift between them.

The months-long disagreement developed over how far the QFL could go in conducting no-raiding talks with other Quebec unions without seeking or receiving the sanction of the CLC parent body. The situation arose two months previously when leaders of the QFL and the rival, Quebec-based Confederation of National Trade Unions initiated discussions and signed a memorandum of agreement to make a pact that would resolve competition for membership between them. The talks had spread to include the Corporation des Enseignants du Québec (Teachers).

The situation then reached a critical point. The CLC executive was convinced that the Quebec group had gone too far in taking the initiative to commence these talks and sign the agreement. Its chief argument against the Federation's unilateral signing of the pact lay in the CLC's contention that the Federation comprised only locals of international and national unions, who could not ratify such a pact in Quebec, if inter-union raiding in other provinces was still going on.

The implication of the signing was that such a pact could threaten to disrupt the unity of the house of labour. The CLC predicted that, if the national and international unions failed to support the agreement involving their Quebec locals, the Federation executives who signed but couldn't deliver would appear ridiculous. In addition, such a move toward greater autonomy for the QFL could undermine the strength of the CLC in the national labour movement.

An emergency meeting of the CLC executive council was held on April 9 and 10 to discuss the negotiations between the two bodies, and the objections of the large international unions, which make up the majority of the QFL's membership. Before any invitation to continue the discussions with a view to signing a no-raiding pact could be drafted, CNTU President Marcel Pepin repudiated any interest in such discussions. A few days later, Louis Laberge, QFL President, denounced the intervention move, and resigned as a CLC Vice-President. (Among informed observers, this move was considered empty, because the CLC constitution, coming up for revision at the Seventh Convention, would provide for representation of all provincial federation presidents as vice-presidents of the Congress.)

Just days before the convention began, the QFL prepared and submitted an emergency resolution that asked the convention to agree that recent negotiations between the QFL, CNTU and CEQ regarding the jurisdictional agreements did not violate the CLC constitution. The emergency appeal motion was necessary because it was submitted within 60 days of the convention meeting. This significant resolution introduced the problem of granting autonomy to the QFL to regulate changes of union allegiance between the QFL, CNTU, and CEQ. The CLC executive council held that such a move toward settlement of problems arising from affiliation changes created

the untenable position of allowing union locals to make arrangements to which their national and international parent bodies could not or would not be a party. The QFL representatives denied that the agreement was a no-raiding pact based on union jurisdictions within the Province of Quebec.

The day before the conference opened, Donald MacDonald said that the issue of introducing the QFL amendment was not a stickler. The hard negotiations would then be conducted on the convention floor.

At the first session of the convention, the CLC executive council recommended that the delegates agree unanimously to hear the appeal motion. The predicted debate did not occur, however, because the last-minute bargaining between CLC and QFL executive councils produced the following statement:

"We are pleased to be in a position to inform the convention at this time that, as a result of discussions that have been held between the executive committees of the Congress and the QFL, there has been a mutually satisfactory resolution of the issue between the Congress and the Federation, which has been of such great concern to all of us.

"The basis of this agreement, which the executive council recommends for your favourable consideration, is:

" 'That this Convention authorize the Congress and the Quebec Federation of Labour jointly to continue discussions with the CNTU and the CEQ with a view to preventing and regulating inter-union conflicts in the best interests of the workers we represent.'

"Approval of this agreement by the convention would supersede all other previous statements with respect to the entire subject."

The motion was passed unanimously.

Moments before, the Quebec representatives met briefly to discuss and approve the motion that had been drafted the night before between representatives of the Congress and the Federation. At least four international union officers played a key role in the mediation between the two groups. All were from Quebec. They were: Louis H. Lorraine, International Vice-President, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; Bernard Shane, Vice-President, International Ladies' Garment Workers' Union; Maurice Silcoff, International Vice-President, United Hatters, Cap and Millinery Workers; and Harry Lottman, Manager, Amalgamated Clothing Workers of America.

Mr. Laberge explained to reporters the discussions and steps taken to reach the agreement. There would be no merger in the near future with the CNTU. The positions of the Congress and the Federation with respect to a possible agreement had been framed already; it was necessary for the union mediators to arrange a formula back and forth between the disagreeing groups. The agreement did not include a delineation of membership representation of the committee authorized to continue the discussions with the CNTU. When asked if he had contacted the CNTU concerning the recent accord, the QFL President added that, as yet, there had been no talks with the Confederation on this issue.

Mr. MacDonald emphasized that the committee would fall under the jurisdiction of the convention, with QFL representatives participating jointly.

Mr. Laberge told reporters that there was no change in views toward Bill C-186 on the part of either the Congress or the Federation, who are both opposed to the legislation. The CNTU, however, supports the Bill. He pointed out that QFL opposition to the Bill did not hinder the discussions conducted between the QFL and the CNTU: the parties had agreed to disagree.

One result of the agreement is that the QFL now has a co-ordinate role in the CNTU-CLC discussions. This move would seem to place the two bodies on an equal footing. Louis Laberge interpreted this as a victory for the QFL. Donald MacDonald, however, interpreted it as in keeping with the CLC's original proposal that the Congress meet with the CNTU to work out a pact designed to prevent conflict and promote co-operation, with QFL representatives invited to participate.

William Mahoney, a CLC General Vice-President, explained that the CLC did not oppose the objective of the QFL-CEQ-CNTU talks, but rather questioned the method. He believed that it would place the Federation in conflict with any of its affiliates that refused to sign the pact, or that, having signed, refused to abide by decisions made by the Federation without authority under its constitution.

Jurisdictional matters are the prerogative of the CLC rather than of the provincial federations, according to their constitutions. The memorandum of agreement already negotiated between the QFL, CNTU and CEQ could involve the Federation in a dispute with the parent body. The Congress would then be obligated to defend the rights of the affiliates of the Federation.

Both Mr. Laberge and Mr. MacDonald denied that the differences of opinion between the two bodies were based on cultural or nationalistic differences between Quebec and the rest of Canada. Both emphasized that this was not a move toward greater autonomy for the QFL.

Mr. Laberge affirmed his belief that the joint negotiations would result in greater unity within the labour movement by reducing the in-fighting among Quebec labour groups. Mr. MacDonald emphasized that there will be no decrease in authority for either body, and that continuing negotiations will improve the state of inter-union relations in Quebec.

The previously arranged pact would present an untenable position in the field of labour relations in Canada, said Mr. MacDonald. He protested that it would be intolerable to arrange a situation whereby there could be inter-union peace between the CNTU and locals of international unions who happen to be affiliated with the QFL, while, at the same time, other locals of the same union were at war with the CNTU in other provinces. Now that the proposed pact will be negotiated on a national level, this dilemma could be resolved, the union leaders averred.

50th Anniversary of the ILO

The convention committed the CLC to pledging its support to the ILO, and to joining with others in activities designed to celebrate the ILO's 50th anniversary, and to calling on all its affiliated and chartered organizations to take part in a program that would place special emphasis on the ILO through information, education, publications and research activities. It also asked the Government of Canada "to mark this truly historical occasion in a meaningful and appropriate manner."

The First Public Service Collective Agreements

THE first collective agreements to be negotiated in the Public Service of Canada under collective bargaining legislation were signed on April 29 by the senior negotiators for the two parties, Claude Edwards, President, Public Service Alliance of Canada, and Cameron Smith and Donald Knapp, of the Treasury Board staff.

Covering about 7,500 employees in three occupational groups—Heating, Power and Stationary Plant Operation; Firefighters; and Correctional—the six contracts involved rates of pay, payment for overtime, paid holidays, severance pay and checkoff of membership dues. The agreements cover the period from October 1, 1966 to September 30, 1968 and provide for pay increases retroactive to October 1, 1966.

Ratification in favour of the contracts signed by the three occupational groups was as follows: Firefighters, 86 per cent; Heating, Power and Stationary Plant Operation, 90 per cent; and Correctional, 86 per cent. Close to 100 per cent of the membership voted in each of the groups.

The total increase for firefighters amounts to an average of $1,664 over the life of the contract, for heating plant personnel, $1,376, and for correctional employees, $1,318.

Under the contracts, firefighters receive an average pay increase of 5 per cent, retroactive to October 1, 1966, the date on which their positions are to be reclassified in accordance with the new public service system of classification. Mid-term increases are 6½ per cent, retroactive to October 1, 1967.

The corresponding average increase for heating plant personnel is 4.8 per cent, effective October 1, 1966, and a mid-term increase of 6 per cent, effective October 1, 1967. The average increase for correctional personnel is 3.5 per cent, effective October 1, 1966, and 6 per cent, effective October 1, 1967. These negotiated increases are in addition to increases of 7 per cent, effective October 1, 1966, that were authorized earlier as an interim measure.

The major benefit to the firefighters, according to the President of Public Service Alliance, was long-service pay on a sliding scale that ranged from a lump sum annual payment of $50 (five to 10 years service) to $250 (25 years or more). This benefit was negotiated in conjunction with a plan that would eventually eliminate shift premiums as an alternative to long-service pay.

The three groups received an extra bonus with the addition of Boxing Day to their number of designated holidays, now totalling 11. They are entitled also to payment at the rate of time and one half for overtime worked under normal circumstances, and at the rate of double time for overtime worked on the second weekly day of rest.

Under the agreements, severance pay benefits that will apply to employees who are laid off after one year of service will equal two weeks pay for the first year, and a week's pay for each succeeding year, up to a maximum of 28 weeks pay.

Severance pay benefits will apply also to employees who resign after 10 years of continuous service, and to employees who retire with an immediate annuity under the Public Service Superannuation Act. In the case of resignation, the amount is one half a week's pay for each year of continuous service, up to a maximum of 26 weeks; and for retirement, the amount is one week's pay for each year of continuous service, up to a maximum of 28 weeks. The new provisions have replaced existing arrangements for retiring leave and gratuities.

Among employees covered by the agreements, those who are placed in holding ranges as a result of conversion to the new classification and pay plans of October 1, 1966 are entitled to compensation in the form of lump-sum payments, effective September 30, 1967 and September 30, 1968. The amount of the payments is equivalent to about half the income produced in the course of a year by the pay increases provided for employees who are not in holding ranges.

Another key union gain, effective immediately is mandatory payroll deduction of union dues for all new employees, whether or not they join the union. An exception is made for employees who object on "conscientious grounds because of religious belief."

A further gain concerns acting pay. Under the contracts, an employee who occupies a position which is higher than his regular position will now be paid the rate of pay for the higher position provided he works at that position for five consecutive working days. At present the "waiting" period is 60 days.

Other negotiated benefits include the following:

- compensation for an employee required to travel on government business on his days of rest will be made on the basis of payment for one third of the hours he is actually in transit, with a minimum compensation of not less than two hours pay;
- payment of $1.50 for supper money to an employee working overtime for at least three hours beyond his normal daily hours, and payment at overtime rates while taking a reasonable amount of time to enjoy the meal;
- a day off with pay when an employee's wife gives birth to a child;
- a raise in evening shift premiums from 48¢ to 80¢ a shift; and
- a raise in night shift premiums from 72¢ to $1.20 a shift.

Hon. E. J. Benson, president of the Treasury Board and Minister of Finance said that the complex and lengthy negotiations had resulted in an equitable settlement, and had established a firm foundation for a productive continuing relationship between the government as employer and the authorized representatives of the employees. "I think it is significant," he said, "that the parties have expressed a desire to improve the Public Service of Canada and to promote the well-being and increased productivity of its employees to the end that the people of Canada will be well and efficiently served."

British Columbia's Bill 33 — Mediation Commission Act

New legislation in British Columbia has introduced an industrial relations system that incorporates a full-time mediation service. The Mediation Commission Act has been both loudly praised as a logical step forward in streamlining the procedures for handling labour-management relations, and censured as an infringement upon the long-established right of free collective bargaining.

The Act, known as Bill 33, was introduced in the legislature following the publication of the recommendations of the *Report of Swedish Labour Laws and Practices* (L.G., June, p. 326), written by Hon. Mr. Justice N. T. Nemetz, B.C. Supreme Court. In it, Mr. Justice Nemetz proposed, for the private sector of the provincial economy, the strengthening of the existing labour-management committee for year-round discussions, the creation of an independent research institute, the study and establishment of a labour tribunal, after the Swedish model, to provide for continuity of decision-making in the interpretation of disputes, the creation of a full-time mediation board to replace *ad hoc* conciliation boards, and the creation of an industrial inquiry commission.

At the same time, notice was also taken of some proposals laid down by Hon. J.V. Clyne, Chairman of the Board and Chief Executive Officer of MacMillan, Bloedel and Powell River Limited (L.G., March, p. 148). Mr. Clyne suggested the establishment of a first-rank mediation service, with advisory powers to influence the parties to a labour-management dispute.

The new legislation establishes a permanent and independent Mediation Commission, which would have a double role as mediation agency and research and fact-finding body, to replace the present system of conciliation officers and *ad hoc* conciliation boards. The Mediation Commission would have wide powers to assist in the settlement of disputes, including power to recommend the terms and conditions of a collective agreement, which, in its opinion, would be fair and reasonable. The freedom of the parties to strike or lock out would be preserved.

In addition, the Bill provides a permanent statutory procedure that may be invoked under special circumstances to resolve a dispute that adversely affects the public interest and welfare. The Bill does not define what is meant by this term. Instead, it leaves the issue up to the Lieutenant-Governor in Council, the provincial Cabinet. This clause in the legislation is the subject of much controversy, especially among the labour unions in the province, who are opposed to what E. C. Staley, President of the 136,000-member B.C. Federation of Labour, calls the creation of a "slave state."

The compulsory features of the Bill appear in clauses providing that, in circumstances involving the public interest and welfare, the Lieutenant-Governor in Council is authorized to refer the dispute to the Mediation Commission, and order that its decision shall be binding. Where such an order is made, no strike or lockout may occur; if a strike or lockout is in progress, it must be terminated within 24 hours.

Whether or not the Act will provide the answer to the province's labour ills is still being hotly debated. Ernest Hall, provincial MLA, charged that compulsion in labour relations leads to an increase in the number of wildcat strikes, management evasion, and disrespect for the law. He and other critics of the legislation have called it "compulsory arbritration—the first in Canada."

Colin Cameron, MLA, remarked, "If there is to be a fight, it must be a fight within the confines of an operating industry." In this regard, Hon. Leslie R. Peterson, B.C. Minister of Labour affirmed that the legislation is designed to prevent "possible dislocation of services essential to the public [at which time] a strike or lockout is virtually not acceptable to the public."

In recommending the creation of an Industrial Inquiry Commission, Judge Nemetz said, "Between the two extremes of non-intervention in Sweden and compulsion in Australia, there is room for an effective middle way, provided that there is willingness on the part of labour and management to make such a middle-of-the-road system work." In reference to this statement, Mr. Peterson remarked, "The Bill is an earnest and sincere attempt to put industrial relations in the province on a more sophisticated and firmer basis. I am sure we all agree that the most satisfactory method of settling industrial disputes is through normal collective bargaining procedures with which we are all familiar. A freely negotiated collective agreement is preferable to any other, and this Government supports every measure that aids and assists the parties to that end, under ordinary circumstances and conditions. Nor does it have any intention of taking away or inhibiting the right of labour to strike in cases that do not have widespread implications for the province as a whole. A strike-free or lockout-free society will not be created by this Bill."

The labour unions in the province, however, do not agree. Ray Haynes, Secretary-Treasurer of the B.C. Federation of Labour, termed the Bill a threat to freedoms and civil rights in collective bargaining by government intervention through the mediation commission. The B.C. Federation of Labour set up a "Beat Bill 33 Fund," for which members of the Federation would be assessed one hour's pay. The assessment is to become payable on the day Bill 33 is enacted with the present compulsory arbitration and punitive monetary clauses.

When this Bill was introduced in the legislature, the British Columbia Government ferry service workers were engaged in a two-week strike (L.G., June, p. 315). At that time, it was rumoured in the press that the Government would call into effect the provisions of Bill 33 to end the strike. Such rumours were groundless, it turned out. The strike terminated upon the signing of a memorandum of agreement between the Government employer and the ferry workers.

Provisions regarding collective bargaining and collective agreements, mediation, strikes and lockouts are contained in the Bill. Corresponding provisions of the Labour Relations Act are to be repealed when the Mediation Commission Act is proclaimed in effect. The Labour Relations Board will continue to have jurisdiction over the certification of trade unions, unfair labour practices, and the arbitration of disputes arising out of a collective agreement only.

Mr. Peterson announced in April that the first section of the Mediation Commission Act would be proclaimed soon, so that the Commission could be established. He added, however, that operative sections of the Act cannot be proclaimed until the mediation machinery is set up. This will give the Government time to select and appoint top-level administrators to carry out the provisions of the Act.

OECD report examines aids to geographical mobility

A schematic analysis of financial aid programs for the geographical mobility of workers has been studied by the Organization for Economic Co-operation and Development, which is investigating the present state of legal provisions for such programs.

The report, titled *Government Financial Aids to Geographical Mobility in OECD Countries* (OECD, Queen's Printer, $1.50), is a comparative study, in tabular form, of financial mobility incentives provided in Canada and eight European countries.

The topics under which financial aid is examined include: the interregional clearing system; travel assistance for trainees or dislocated workers; starting assistance; lodging and maintenance assistance to single workers, or separation allowance for workers with dependants; and removal and relocation assistance.

The principal schemes in Canada are the Manpower Mobility Program, and the federal-provincial Agricultural Manpower Program, supplemented in specifically designated rural areas by the federal-provincial Rural Development Agreement. In addition, the Occupational Training Act provided allowance for logging and maintenance assistance to dislocated workers or trainees moving from one geographical area in search of greater employment opportunities.

RCMP salary increases announced in April

Salary increases, averaging about four per cent, and retroactive to January 1, 1968, have been approved for some 8,500 members of the RCMP, the force announced on April 10. The new pay scales range from $5,200 to $23,363.

With the exception of federal employees working with the RCMP, all uniformed ranks, civilian members, special and marine constables coming under the RCMP Act are included in the increases. The first-class constable range ($5,720 to $6,968) has been raised to $5,949-$7,247; second-class constable from $5,200 to $5,408; and third-class constable from $5,000 to $5,200.

The annual pay of deputy commissioners has climbed to $23,363 from $22,464; assistant commissioners to $19,469 from $18,720; and chief superintendents to $16,765 from $16,120.

Hon. Mr. Justice Walsh

NFB photo

Hon. Mr. Justice Kerr

Hon. Mr. Justice Roderick Kerr and Hon. Mr. Justice Allison A.M. Walsh, of the Exchequer Court of Canada, have been appointed Umpire and Deputy Umpire under the Unemployment Insurance Act. In their new positions they will hear final appeals on claims for Unemployment Insurance benefit.

Conference studies "systems approach" to building

A "systems approach" to building was the theme of a two-day national conference held at Ottawa in April. Attended by 450 delegates, the conference was sponsored by the Canada Department of Industry, in co-operation with the Royal Architectural Institute of Canada, and the Canadian Construction Association.

In industrial terminology, a "systems approach" is the mobilization of all resources going into the construction of buildings. As well as demanding greater co-operation among clients, architects and contractors, it involves long-range planning, anticipation of future needs, consideration of the building as part of a whole suburban development, the greater use of prefabricated building parts, and computer memory-banks for instant assessment.

The meeting, which attracted representatives of labour and communications industries, architects, engineers, contractors and specification writers, was the first of its kind in the world, said Ralph D. Hindson, Director, Materials Branch, Department of Industry.

John Dawson, Assistant Chief of the Construction Products Division, Materials Branch, Department of Industry, explained that the objective of the conference was to stimulate thinking, and make the construction industry aware of the demands placed upon it by an increasing population.

William Ladyman, Vice-President of the Canadian Labour Congress, and International Vice-President of the International Brotherhood of Electrical Workers, told the conference that, as productivity increases and further improvements are made, some craft workers will expect the company to absorb the costs of retraining and employing displaced workers.

William Purdy, President of the CCA, suggested in an interview that construction firms pay half a cent an hour for each employee into a fund to improve the industry's efficiency. The money could be used to study how the industry can adapt to the systems approach used to manufacture cars and other consumer goods. It could also be spent on continuing research into labour relations and other construction problems.

The tiny levies made on building firms, Mr. Purdy pointed out, would build up a fund of between $14,000,000 and $15,000,000 a year. He suggested that an alternative fund could be created from overpayments made by employers to the Canada Pension Fund.

A task force of experts, which would study system-building all over the world and make recommendations to the Canadian building industry, was also needed, he said.

New publication issued on labour standards

The 1967 edition of *Labour Standards in Canada* (Queen's Printer, L2-7/1967, 75¢) was recently released by the Canada Department of Labour. Issued annually, the publication sets out the standards that are in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest days, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection, and workmen's compensation. Standards set by labour ordinances of the Yukon and Northwest Territories are included.

One section, devoted to changes in labour standards in 1967, records that provinces put higher minimum wage rates into effect during the year. With these revisions, a general minimum rate of $1.25 an hour has been reached in two provinces, and a third province will attain that level on December 1, 1968.

Prince Edward Island workers were given the right to an annual vacation with pay of one week after a year of employment. The vacation period to which Nova Scotia workers are entitled after a year's service was increased from one week to two weeks. British Columbia, issuing its first holiday order, requires that employers give their employees eight paid holidays a year.

The Council of the Northwest Territories also enacted a Labour Standards Ordinance, to be proclaimed in effect, laying down standards modelled on those of the Canada Labour (Standards) Code, except that longer hours of work are permitted in view of local conditions.

Minimum wage raised for West Indian farm workers

The minimum wage for West Indian farm industry workers, who began to arrive in Canada at the beginning of May, was raised by the federal government to $1.45 an hour from $1.30 last year. The conditions under which the workers were allowed to enter Canada were otherwise the same as last year. They are admitted for a maximum of four months and a minimum of six weeks, at any time between May 1 and September 1, and they must leave Canada by October 31. This is the third year that the plan has been in effect.

In addition to the minimum wage, Canadian employers must provide the workers with transport to and from the West Indies and supply living quarters. The worker must either pay $1.60 a day for meals or the employer must provide cooking space

An official of the Department of Manpower and Immigration said that the increase in the minimum wage was intended to bring the wages for the West Indians into line with average wages in Canadian agriculture, which were estimated by the Dominion Bureau of Statistics at $1.44 an hour last year.

Most of those in the first group of West Indian workers to arrive, consisting of 107 Jamaicans, were bound for plants belonging to Canadian Canners Ltd. of Hamilton.

Six Negro welders awarded human rights settlement

Six Toronto welders received letters of apology and a sum total of $28,600 from an American company and a Toronto union local because they were denied work at a Clinton, Iowa, construction project.

The company, M. W. Kellogg Co. of New York, had arranged with representatives of Local 46, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry to recruit members of Local 46. The six welders had responded to the appeal for workers but were told by union officials that the company would not hire negroes.

The settlement was made shortly before the opening of an Ontario Human Rights Commission inquiry into the welders' charge of racial discrimination. It represented the difference between what the men earned between November 1, 1967, and April 30, 1968, and the amount they would have earned if they had worked on the construction job.

Along with the monetary reimbursement, the company and union both agreed to notify the welders and the Commission the next time jobs were available for which they were qualified. The union promised also to adhere to the rules of the Ontario Human Rights Code. As a final gesture of good will, the company and the union promised to send an account of the complaints and the settlement to the New York and Iowa state commission for human rights, the international office of the union, the Clinton local, and the Jamaica-Canadian Association.

CUPE urges merger of Prairie Provinces

Wages and working conditions would become equal to, if not better than the national average if the provinces of Manitoba, Saskatchewan and Alberta were to merge. This was a resolution introduced at the 5th annual convention of the Manitoba division, Canadian Union of Public Employees, at Portage La Prairie, in April. About 100 delegates, representing 5,000 municipal, hospital and other employees in 18 union locals, urged their executive to get government action through the Manitoba Federation of Labour.

The MFL was asked to work for a tri-province, non-political commission that would study merger benefits, and report after a two-year investigation. Complete merger of the three prairie provinces, the resolution said, would lead to greater economic growth.

Delegates called also on the Government to increase tax exemptions from the present $1,000 to between $1,500 and $3,000, and take cost of living increases into account in further exemption changes. They voted in favour of improved ambulance services, and more government spending in education, and decided to increase their per capita tax to 30¢ from 18¢ quarterly for each member. The increase goes into effect in October and will enable the union to step up bargaining, organizing and worker education programs.

Stanley Little, national President of the 115,000-member CUPE, said that there was bigotry and resentment to change within the movement and "great fear and mistrust . . . that someone will not get the proper credit or alternatively too much credit for having brought about an innovation." He said that labour should not be afraid when convinced that certain policies and actions were necessary, "even when such actions are contrary to some of our old and strongly held concepts."

Correction

A typographical error occurred in the first News Brief on page 259 of the May number. In the fourth paragraph of the item headed "Major collective agreements settled in 1967," the sentence relating to increases in three-year agreements contained a transposition in the figure for the first-year increases. The sentence should read: "The increases provided for in the three-year agreements average 9.0 (not 0.9 as printed), 7.9 and 5.1 per cent for their first, second, and third years."

Former Canadian-born head of BRT dies in May

William Parker Kennedy, Canadian-born former President of the Brotherhood of Railroad Trainmen, died in Minneapolis in May. Mr. Kennedy was President of the union from 1949 to 1962, being first of all appointed to the position by the board of directors, and later elected at the union convention in 1950 and re-elected in 1954 and 1958.

Mr. Kennedy was born in Huttonville, Ont., in 1892, and went to Chicago at the age of 10. He worked with an American railway at the age of 17, and was employed by the CPR as a switchman in Calgary, Alta., for a time in 1911. After his return to the United States, he gradually rose in the ranks of the Brotherhood, serving in various capacities before reaching the top.

The board of directors of the union in 1935 appointed him to the position of Vice-President in charge of the Northwest Territory of the United States, and all of Canada west of Fort William and Port Arthur. From 1944 to 1946, while he was in charge of the super-promotion department of the Brotherhood, he dealt with 146 representation disputes in the United States and Canada, involving railways in every section of both countries.

Strong unions eliminate unrest says Swedish lawyer

Strong union organizations help to eliminate labour unrest and wildcat strikes in Sweden, says a Swedish expert in labour law. That's why employers there don't fight the unions.

Stig Gustafsson, chief legal adviser to the 500,000-member Central Organization of Salaried Employees, said in a recent interview in Montreal that labour unrest decreases as large, better organized unions take the place of a multitude of smaller ones. He contended that small unions try to increase their membership by competing among themselves to drive the hardest bargain with employers.

Sweden's organization of white-collar workers is one of the largest unions in the world. It includes not only office workers, but professional workers, civil servants, high ranking army officers, diplomats and clergymen.

Education for adult workers in 1975

The adult work force of 1975 will include as many persons with college graduation as with eight years of schooling or less, states an article, "Education of Adult Workers in 1975," by Denis F. Johnston, which appeared in the April issue of the Monthly Labor Review, published by the U.S. Bureau of Labor Statistics.

Scarcely ten years ago, Mr. Johnston recalls, college graduates as a group were only one third the size of the other component. Only one out of three workers had eight years or less of elementary schooling in the late 1950s; but by 1975, they will consist of only one out of six.

Expectations are that, by 1975, men and women workers will have completed an average of 12.4 years of schooling. Mr. Johnston said that, in March 1959, the median years of school completed by male workers of 25 years and over was 11.3, which was 0.8 years lower than the median of a corresponding group of working women. By March 1967, the working men showed a median educational attainment of 12.2 years, only 0.1 years lower than that of women workers.

It is expected that, by 1975, four out of five young adult workers aged 25 to 34 years will have a high school education or better, and that one out of five will have completed four years or more of college.

"Thus, while their numbers are shrinking rapidly, workers with a minimum of education will continue to pose a very real problem for retraining and remedial education," Mr. Johnston said, "a problem that will be exacerbated by the growing proportion of older workers among their ranks."

Automatic adjustment for unemployment insurance

An automatic adjustment of Canada's unemployment insurance plan has been recommended in a study by the Industrial Relations Centre of Queen's University.

The proposal would keep the system in line with rising wage levels by holding contributions, benefits, income classes and the earnings ceiling in a fixed relationship to average weekly wages and salaries.

Dr. L. A. Kelly, associate in research at the Industrial Relations Centre, who headed the study, believes that the effectiveness of unemployment insurance is weakened by the present system of making infrequent adjustments to the provisions of the plan. Over long periods, he said, contributions and benefits had grown increasingly out of line with current earnings levels.

The changes in the program announced by the federal Government late in January were the first since 1959, a period in which average weekly wages and salaries increased by 40 per cent.

As wage levels rose, Dr. Kelly said, the maximum contribution of 94 cents a week fell from 1.33 per cent of average weekly wages and salaries in 1959 to 0.98 per cent in 1967. And the maximum benefit, $36 a week for persons with a dependent, fell from 51.1 per cent of average earnings to 37.4 per cent.

Recent revisions have positioned both contribution and benefit rates close to their 1959 relationship to the earnings level. If planned legislation is passed before the new schedules go into effect on June 30, the unemployment insurance program will closely resemble the way it would be if the adjustments had been carried out annually, or every two years, to maintain the 1959 relationship. But the fund that is now available to support the higher level of benefits — $369 million at the end of 1967 — is substantially smaller than it would have been if large numbers of salaried and weekly wage employees had not passed out of coverage as their earnings rose.

Dr. Kelly said what mattered was not the loss of protection for the workers — many of them could have continued with their coverage — but the loss of contribution revenue to the unemployment insurance fund. "This is particularly significant when it is considered that those who drop out of the scheme are low-risk, high contribution employees."

The amendments before Parliament will raise the earnings ceiling from $105 a week to $150 and will extend the coverage and the contribution levy to 400,000 additional employees. The failure of the plan to maintain continuous coverage of this group has been costly to the fund, urged Dr. Kelly because, the higher income members, on average, contribute three times as much to the fund as they receive in benefits.

Foregoing contributions cannot be recovered he said, with the result that the financial structure of the unemployment insurance plan has been weakened and made more vulnerable to high levels of unemployment.

OECD meeting examines the technological gap

"If the OECD analysis is correct, European governments—and particularly the British Government—should drop their present preoccupation with training more and more scientists, engineers, technologists, and assorted boffinery, and look instead at the rest of the educational system; that is, the non-scientific sphere. Because the really striking difference between the United States and the rest of the world is that more people are better educated on their side of the Atlantic than on ours."

This statement is made in an article on "The Technological Gap," published in *The Economist* of March 16, which dealt with certain findings that came out at a meeting of science ministers of the member countries of the Organization for Economic Co-operation and Development that had just been held in Paris.

Serious Attempt

The meeting was described by *The Economist* as "the first serious attempt to find out what the technological gap is all about, and to treat it, for once, not as a nasty American plot, but as the major economic phenomenon of this generation."

According to this OECD analysis, the fact that a much higher proportion of the American working population has had some sort of higher education than is the case in Europe or Japan accounts for the greater receptiveness of Americans to new ideas, and greater quickness in grasping them. "When the Americans say repeatedly that what is wrong with the rest of the world is not a technological gap but a management gap," the British journal says, "it begins to look as if they know what they are saying, because the American manager is not, in the main, scientifically educated."

Higher Proportion

The article goes on to point out that Europe produces a higher proportion of scientists than the U.S. does. "Britain, in particular, is turning out scientists and engineers faster than it has jobs for them—which is the underlying reason for the brain drain. And why aren't there the jobs? Because innovation requires a high rate of investment, plus a willingness to take risks, and the two can flourish only in a climate of rapid economic growth that has been conspicuously absent in Britain in recent years."

The writer of the article offers this as "a contentious argument to put forward at a time when most European governments are trying to persuade more and more children to take up science, frequently against their inclination," and he asks, "Can the babes really have sounder economic sense than their sires?"

The article comes to the conclusion, however, that the lag in the technology of other countries compared with that of the U.S. has not so far done the rest of the world much harm, except for the hurt to national pride. It has not hampered either economic growth or exports. American-based technology has spread inside the U.S. itself, the gap between different parts of the U.S. being much wider in some places than the gap between that country and Europe.

Recent Origin

A point made by the article, however, is that the growth of the American-dominated, science-based industries is of very recent origin, and is concentrated mainly in new industries that are based on electronics and solid-state physics. In a number of established industries, Europe's record is good; but, the article speculates, what will happen when the Americans begin to catch up with, and overtake the Europeans in these old-established basic industries? And it suggests that the prospect of western economies increasingly dominated by, and dependent upon American technology may cease to be "a French bogeyman and become a matter of concern to everyone."

But the writer points hopefully to the success of the Japanese in building up a small range of industries to challenge the Americans in those fields in which they excel. He cites the Japanese electronics industry "that dominates the world markets for transistorized consumer goods" as a notable example.

Are long-term unemployed workers maladjusted?

Even in periods of great economic activity, some people remain out of work, and others never retain a job more than a few weks. Would it not be possible for the employment services in each country to help them?

Under the title, *Counselling for Special Groups*, the Organization for Economic Co-operation and Development has published the findings of an inquiry designed to identify long-term unemployed persons, analyze the causes of their occupational instability, and investigate the means of helping them through the employment services.

The findings of the survey prove that long-term unemployed persons and frequent job changers do, in fact, tend to be overlooked by the employment service in the normal routine of its duties. There are a variety of reasons for this: placement officers are not trained to help such workers; the people questioned underestimate their qualifications or have unrealistic pay expectations; language barriers exist and the workers suffer from emotional or mental problems.

As a result of the pilot survey, several countries have decided to extend their services to long-term unemployed persons. In addition, the survey report stresses the economic aspect of certain measures to prevent unemployed workers from falling into a state of apathy in which they accept their situation as normal. It shows that efforts made by different countries can reduce the number of persons obliged to live on public funds.

ILO textile committee holds 8th session

Labour problems of the international textile industry were discussed during May at the eighth session of the Textiles Committee of the International Labour Organization. Employment problems in the newly developing countries, and technological changes throughout the world that are affecting the textile industry, were primary topics of interest at the 10-day meeting held in Geneva.

The ILO's Textiles Committee also examined new international trade patterns. One report noted that world trade in yarns and fabrics expanded by 76 per cent between 1955 and 1965, but still did not keep pace with the general level of world trade, which nearly doubled. Trade in textiles went up considerably from $4,710 million to $8,290 million, the ILO said.

Other observations made in the report:

- the developing nations increased their share of the world market from 14 per cent in 1955 to 16.2 per cent in 1965;
- modernization and reorganization in most of the advanced countries have resulted in less need for manpower;
- in most countries, textile wages have gone up considerably, but most have remained below the level paid in manufacturing as a whole.

The UAW—Big Three Agreements

Parity with American auto industry wage rates by 1970 without "parity of work practices" was the most notable feature of the collective agreements finally reached between the United Automobile Workers and the "Big Three" automobile manufacturers in Canada. In each case, the agreement was concluded only after a strike had occurred, but two of these strikes were of short duration.

"Parity," however, did not take account of the difference between the value of Canadian and American currencies, which, at the time of the settlements, amounted to about 8 per cent. Wages, in other words, were to be reckoned in Canadian currency for Canadian workers and in American currency for U.S. workers. The principle of wage parity had been conceded by General Motors and the Chrysler Corp. in their agreements with the union in the United States. The Ford agreement in the United States, which was not reached until after a six-week strike (L.G., March, p. 143) (Ford being the union's first target), did not include any covenant about wage parity. The reasons given by Canadian UAW officials for this omission were: first, that Ford Motor Co. of Canada was not directly controlled by the parent company in the U.S.; and, second, that the late Canadian contract expiry date for Ford did not favour simultaneous bargaining.

The issue that became the main stumbling block to agreement in Canada was that of "parity of work practices." Chrysler Canada Ltd., which was the first company to be tackled by the UAW in Canada, made little more than token resistance; but General Motors of Canada stood out for nearly seven weeks before finally giving in on the issue.

Relief and Washup Periods

The term "work practices" was applied mainly to the practice, established in Canadian automobile plants, of shutting down the plant during relief and washup periods, in contrast to the practice in American automobile plants of keeping the plant running continuously by arranging for workers to relieve each other during these periods. The companies said that the Canadian practice was costly for them. The assembly line at Chrysler is shut down for two 10-minute periods during each shift. At General Motors the shut-down is for a total of 30 minutes in each shift, and at Ford about the same.

The union said that it was unwilling to give up the Canadian work practices because its members have an "emotional" attachment to them. It argued also that General Motors had some plants in the United States in which the lines were shut down for rest periods. U.S. work practices are followed in the new GM plant in Ste. Thérèse, Que., however, and in the new Ford plant at Talbotville near St. Thomas, Ont. The union admitted that in these two plants the workers had no attachment to old work methods.

The union emphasized that the U.S. practices could be adopted in these two plants, because the rest facilities in them were almost soundproof. In the older Canadian plants, there are no such facilities, and the UAW did not think that they could be built. This was held by the union to justify stopping the production lines so that the noise of the machinery could be stilled.

Other plant practices that the companies wanted to change were related to applications for transfer, daily transfers, and inter-plant "bumping" of junior by senior employees.

Strong Union Opposition

Union opposition to any change in the practice regarding relief periods proved to be very strong, and even General Motors of Canada finally signed without gaining this point. The company did, however, gain what were said to be important concessions from the union regarding the application of seniority during short-term layoffs due to model changes, inventory and material changes.

The union began serious bargaining first with Chrysler Canada, and started a strike against the company on January 24. The strike lasted for nine days, the settlement being ratified on February 1. The UAW then turned its attention to General Motors of Canada. This company's labour agreements expired on October 30, 1967, but they had been extended by agreement between the parties. When the company insisted on parity of work practices, the union, on February 9, began a strike that lasted until March 28, a total of 47 days.

The deadline for a strike against Ford of Canada was originally set for April 4, but was later deferred until April 8 to give more time for negotiations. This deferment appeared to anger a number of the UAW members, however, and 5,600 employees at the company's Oakville plant, and employees at the Windsor and St. Thomas plants, walked out on April 4 in defiance of the union.

The union insisted on the return of the strikers before it would continue negotiations, and it cancelled the April 8 strike deadline, saying that a new deadline would be set when the men returned. The official strike finally began on April 16, and ended on April 23.

Chrysler Settlement

The settlement with all three companies in Canada were similar. Under the agreement with Chrysler, the difference between Canadian and U.S. wage rates was to be reduced by 10 per cent by June 1, 1968, and the remaining gap was to be closed in four more stages until parity was reached on June 1, 1970. The immediate gain for production workers was 20 cents an hour, retroactive to Nov. 15, 1967. A skilled tradesman's pay went up by 50 cents an hour.

The assembly line employees were to get a combination of hourly rate and cost-of-living allowance, totalling $3.19 an hour. By the end of the agreement, this would rise to $3.67, including a minimum of 6 cents an hour in an additional cost-of-living allowance.

The pension plan was improved in accordance with the U.S. settlement, but with a supplementary allowance adapted to Canadian conditions. For example, an employee who had 30 years service at a rate of pay that entitled him to a pension credit of $6 a month for each

year of service, and who retired at age 62, would get $180 basic pension and the maximum supplement of $150 a month. When he reached age 65, and became eligible for the old age pension and the Canada Pension Plan, a new formula would be applied to take into account these government pensions. For most employees, the supplement will be "phased out" at age 65 in 1971 because of Canada Pension Plan payments.

The settlement prepared the way also for international bargaining on the next Chrysler contract. The old agreement expired on November 15, and the new terms are retroactive to that date. But the new contract will run out on September 15, 1970, to coincide with the expiry dates of the U.S. auto agreements. This will eliminate duplicate bargaining in Canada, except on plant matters and those peculiar to Canada.

Production workers in Windsor voted 95.5 per cent to ratify the agreement. Skilled tradesmen voted 89.5 per cent in favour of it.

GM Settlement

The settlement with General Motors of Canada differed little from the Chrysler agreement. The initial wage increase of 20 cents an hour for production workers, and 50 cents an hour for skilled tradesmen, was retroactive to November 1, 1967. This was the first time that retroactivity had been gained in negotiations with General Motors. The union said that it would mean lump-sum payments of about $100 for production workers and $250 for skilled tradesmen.

The agreement will terminate on September 14, 1970, to coincide with the expiry dates of the U.S. agreements. A 4-cent-an-hour cost-of-living increase was retroactive to November 4. The gap between Canadian and U.S. rates will be closed in five steps, the last of which will be on June 1, 1970, as in the Chrysler agreement. The union said that payments to bring about parity would average 24 cents an hour for production workers and 68 cents for skilled workers.

Assemblers, who earned $2.99 an hour, or about $120 a week, including the cost-of-living allowance, under the old agreement, will get about $3.65 by the end of the new agreement, together with a possible $3.75 if the maximum cost-of-living allowance is paid. Weekly pay will range from $146 to $150 for 40 hours.

Two cents of the cost-of-living increase was to be diverted to provide wage parity for 1,600 employees not covered by the Canada-U.S. auto trade agreement, and an improved prescription drug plan. Under the new drug plan, employees will have to pay only 35 cents for each prescription. The previous plan contained a clause providing for a deduction of the first $10 to $20 a year that had to be paid by the purchaser of drugs.

Pensions were increased in accordance with the U.S. agreements. A worker with 30 years service who earns $3.42 to $3.54 an hour, and who retires next year, will get a basic pension of $172.50 a month and a new higher supplement. The maximum company-paid supplement will be $73.50 a month, less Canada Pension Plan payments. Old age security at 65 will provide another $76.50 a month. Retired employees will get an increase of $1 a month multiplied by years of service.

At GM's new assembly plant in Ste. Thérèse, Que., where the U.S. system of relief is in effect, the employees gained an additional 10 minutes in relief time. But at the other plants, the two 10-minute breaks and the two five-minute washup periods in each shift were retained. This meant that the union gave up an extra 10 minutes of relief time in each eight-hour shift that apparently it could otherwise have gained.

GM workers in Canadian plants are now assured of getting either a full year's work or a full year's guaranteed income amounting to 95 per cent of take-home pay.

Ford Settlement

The new Ford of Canada contract was almost the same as the Chrysler and GM agreements. It provided for a new guaranteed annual wage that assured employees of 95 per cent of their weekly after-tax pay. Guaranteed pay for a single short workweek is 80 per cent of the basic wage, plus a cost-of-living allowance. Immediate wage increases were retroactive to December 1, 1967.

Karl E. Scott, President of Ford of Canada, at the company's annual shareholders' meeting the day before the agreement was signed, described wage parity as "premature." He said that the company had never disputed "the principle of comparable Canadian and U.S. wage rates, based on comparable work practices and work productivity... Only the timing has been questioned." He added that "wage parity on the negotiated terms can be either a milestone or a millstone for the company. We do not intend it to be the latter." The penalty of failure would include a widening of the gap in car prices between Canada and the U.S., and a slackening in capital investment in new Canadian automotive facilities, he said.

500 teachers expected from Britain this year

Devaluation of the pound and other economic setbacks in Britain are cited as the catalyst that will propel 500 British teachers to Ontario this year. Provincial officials, who predict that the coming influx will be the largest in memory, have said that immigration authorities are currently processing 1,500 applications. Only about one third are expected to take advantage of the opportunity to work in Canada.

Britain will need 200,000 teachers over the next eight years, and the country is currently short of about 40,000. Brisk recruiting by 16 Ontario school boards is credited for the profusion of applications.

50 Years ago

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"where children under 14 years were employed, or children between the ages of 14 and 16 were employed for more than eight hours in any day or more than six days in any week."

The judges concluded finally that the regulation of working hours was a purely state authority, and that the Act was unconstitutional because it gave the federal Government power over local affairs. Although they sympathized with the Act's intention, they believed it was the Court's duty to "preserve inviolate" the constitutional limitation. It was later suggested to Congress that high taxes and a costly licence could be imposed on companies employing children.

In view of the Supreme Court's decision, letters and telegrams asked, "Can we now work children under 16 full time at night?" "Are we allowed to work them in the mines?" The requests usually ended, "Wire reply collect."

Women Streetcar Conductors

Women should not be lured or forced into becoming streetcar conductors, said Benjamin Squires, U.S. Bureau of Labor Statistics, in a report to the U.S. Department of Labor. The report stated: "From the facts brought out, it must be evident to any thinking person that it is practically impossible to make the conditions of street railway employment even tolerably endurable to women employees, and that the operation of streetcars is one of the last occupations into which women should be lured or forced."

"The Solution Lies Mainly With You"

The prototype of a new Indian Act has been proposed by the Indian Affairs Department, and Canada's Indian bands have been invited to share in creating the final product.

"The Indians must be consulted about what is to be done and what is being done if they are to look after their own community affairs and have a full and equal place in Canadian society," states the foreword of a new discussion handbook for the Indian people, *Choosing A Path,* published by the Department of Indian Affairs and Northern Development (L.G., April, p. 190).

"Indian people must be encouraged to become more and more involved in the administration of their affairs, as well as with the public business of the Canadian community."

The Department has stated that the handbook, which is one part of a consultation process, is an attempt to explain some of the problems that must be resolved before a new Indian Act can be prepared. The questions contained in one section of the handbook were devised to help individual Indians, families and communities to define their views. This section follows one containing an outline of the proposed Act.

Each Indian Band will be asked to appoint a spokesman to meet representatives from Ottawa. When all the representations made by the Indian people have been received, a Bill will be prepared for Parliament to consider and enact. After presentation of the Bill to Parliament, a copy will be sent to each of the Band spokesmen and to Band Councillors. The Minister will then ask Parliament to refer the Bill to a Committee of Members of Parliament, who will make a final report.

"The Government wants to make it possible for you to live your lives and conduct your own affairs as freely as other Canadians," stated Hon. Arthur Laing, Minister of Indian Affairs and Northern Development, in an introduction to the handbook. "[We want] the Indian people to have full equality of opportunity with other Canadians in every way."

The Minister said that this equality had to include the right to choose a way of life that recognized Indian values, and the right to enter into the mainstream of Canadian life. In entering fully into Canadian life, Indians might have to alter some of their views to match the needs of today's technology. Those who wanted the benefits of the modern age would have to accept some of the attitudes that made those benefits possible, he said.

"As Indians, you must be able to select freely, and of your own will, which path you wish to follow; you must be free to make your own choice of how you will fit your views into the world around you."

The Minister explained that the new Act would not outline the ways in which the Government would help the Indian. It would decide who is an Indian and who is not, and "set some of the rules under which individual Indians, the Band Councils and the Government must work on the things we do together on reserves."

Choices could be made freely only when all choices are truly open, Mr. Laing said. If Indians were to be free to choose, education would be needed to open the doors of opportunity. Indian children had to be given the chance to be as well educated as other people's children, the report asserted, and this necessitated going to good, well-equipped schools that had well-trained teachers. This was best achieved, the Government thought, by going to integrated schools.

"If Indian people are trained and their skills are suitable, they should be able to get jobs. They should be given the chance to develop their skills and to apply them in the Canadian economy, but they may need help so that they can take advantage of the opportunities available," the handbook continues.

Indians are entitled not only to equality of opportunity in employment, but to equality in housing, community facilities and services. Their health and physical well-being must be comparable to that of other Canadians, and they should have the privilege of developing their cultural heritage in their own way.

These goals would not be achieved simply through the passage of an Act of Parliament, Mr. Laing cautioned. "They will require a massive effort on the part of the Indian people, of all the governments in Canada and of the Canadian community in general," he said.

This massive effort would get great assistance through recognition of the immense value and great potentiality of the Indian lands in Canada, especially those in southern regions, many of which were close to or within the great cities. "By comparison, the people living on lands on the Canadian Shield or in the northern, remote parts of the provinces, where the reserves lack resources and communication, present the most challenging social and economic problems confronting our nation."

Some reserve communities could not produce enough to give families a satisfactory standard of living, and the Government could not be expected to support such communities indefinitely. "Sometimes [the Indians] will have to choose between the conveniences and demands of modern life, and some of their own traditional attitudes."

The resources of the reserve communities should be controlled and developed by the Indian people themselves. "If they do not control these developments they will not get the benefits they should. To get the best results, training in management skills will be needed."

To become economically independent, the handbook points out, Indians had to be given the opportunity to learn to operate many different kinds of businesses. Some of these would be operated

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United Steelworkers' Policy Conference

Bill C-186 and the Carter Report on Taxation were among the chief issues that William Mahoney, National Director of the United Steelworkers of America, highlighted in his opening address to the union during its annual national policy conference, held at Toronto in May.

The fragmentation of national bargaining units, which, he said, is implied in Bill C-186, would be a "retrogressive step in terms of the interest of workers involved, the interest of Canada as a whole and the interest of each of the parts of Canada." National bargaining has established economic minima for the less developed areas of the country, Mr. Mahoney said. He spoke out against the wage discrimination directed toward workers in Quebec by firms or industries that did not so discriminate against workers in their Ontario plants. And he cited national wage parity in the steel industry, and wage standards for workers, as being two goals that could be achieved through common action in national bargaining units rather than in regional units.

Mr. Mahoney was sharply critical of the Government's failure to implement the recommendations of the Royal Commission on Taxation. He decried the inequity of granting tax concessions to mining companies when employees are denied depletion allowances to compensate for diminution of the value of their home and community investments in the face of dwindling ore reserves.

The move to create fewer but bigger unions was one of the goals set for Canadian labour. Mr. Mahoney pointed out that members of the former International Union of Mine, Mill and Smelter Workers, which merged with the Steelworkers last summer, were attending the convention as the representatives of various Steelworkers' locals.

The report of Larry Sefton, Director of District 6 of the union, dealt with Quebec's awakening to seek a new status. "The main consideration for all of us is not whether Quebec should exist as a separate country or not, but whether or not we are determined to have a country of Canada."

He spoke out against "the myth of lower productivity of Canadian workers." He drew the delegates' attention to the impediments to higher productivity that have been studied by Canadian economists. His list of such impediments included:

- production that is artificially cramped by purchasing policies dictated by foreign owners of Canadian subsidiaries, by marketing limitations designed to prevent Canadian competition with foreign companies, and by duplication in Canada of unsuitable management techniques imported from abroad; and
- tariff policy that gives protection to some industries despite a rapidly diminishing need for tariffs.

Union Expansion

Jean Gérin-Lajoie, Director of District 5, gave the delegates a brief sketch of the "turbulence of the social and economic climate" in the steel and mining industry in Quebec.

There were, he said, 25 strikes in the industry in Quebec during the past two years. Nevertheless, 47 collective agreements, covering 6,362 members, had been signed since May 1, 1967. In addition, negotiations between 12 locals and companies for a first contract had been opened. These contracts cover 804 members in Quebec.

Mr. Gérin-Lajoie, in his capacity as Vice-President of the Quebec Federation of Labour, described to the delegates the inroads that the Quebec labour movement is making in negotiations in the public service. The experiment in Quebec is unique in North America, he said. With public employees now in possession of the right to strike, it is now possible to conduct almost simultaneous negotiations. A chief source of weakness, however, is the fact that the labour movement in Quebec represents only 30 per cent of all wage earners, a proportion roughly equal to that in other provinces and in the United States.

The speaker then turned to the theme of freedom of association for Quebec workers. "Equal access to trade unionism should become just as important to a democracy as equal access to justice, equal access to education, and equal access to health," he declared. The QFL has suggested that a certification and bargaining procedure for sectors of industry, commerce and services be added to the present system of plant-by-plant certification and bargaining, and Mr. Gérin-Lajoie asked the delegates to consider the proposal with the aim of setting up working tools that will improve society.

Resolutions

The 250 delegates to the convention considered a total of 55 resolutions submitted by various locals. The subjects of the resolutions included:

- contract objectives dealing with cost-of-living clauses, welfare benefits and length of contracts, incentive rates, and leave of absence for education;
- housing and welfare legislation;
- health and safety in the mining and steel industries;
- policies for industry concerning Canadian subsidiaries of American companies, decentralization, and recruitment of foreign workers;
- foreign policy concerning Vietnam and mainland China;
- political action for unionists;
- structure of the CLC; and
- internal union matters.

One topic of special interest to the delegates was contained in a resolution pressing for a halt to the spread of communism. The resolution was defeated. Eamon Park, Assistant to the National Director, summed up the change of philosophy toward communism by saying: "We have to recognize that there are differences of opinion that have a right to exist, even if we personally don't like them."

The hiring of immigrant workers "under false pretenses" came under fire in the form of a resolution requiring Canadian companies that are recruiting foreign workers to specify details of wages, working conditions, cost and availability of housing, and whether or not they would be covered by a union contract. The question arose from reports that between 50 to 100 workers recruited last year from Britain by Inco were not provided with adequate accommodation.

Employment Injuries in Canada in 1967

Among the employment injuries reported to the Workmen's Compensation Boards, the proportion made up of temporary disability, permanent disability and fatality cases has not differed significantly from year to year during the past decade, as shown in Table 1.

Table 1

Averages for 1958-1967

	Number	*Per Cent*
Fatalities	989	0.4
Permanent disabilities	8,775	4.1
Temporary disabilities	206,232	95.5
TOTAL	215,996	100.0

Figures for 1967

	Number	*Per Cent*
Fatalities	1,072	0.4
Permanent disabilities	10,426	4.0
Temporary disabilities	252,046	95.6
TOTAL	263,544	100.0

During the 10-year period, there has been a slow, gradual improvement in the ratio of employment injuries* to the number of workers employed. The slight shift in proportion from permanent to temporary disability in 1967 might be a reflection of improved medical assistance and a more effective prevention program.

The average ratio of the number of fatalities reported by the Workmen's Compensation Boards to the total number of fatalities compiled by the Economics and Research Branch of the Department of Labour for the past 10-year period amounts to 81.4 per cent. This indicates that 18.6 per cent of the total fatalities are not covered by workmen's compensation legislation. This ratio is the only means by which an approximation of the grand total of employment injuries can be calculated.

Furthermore, by relating the number of temporary disability, permanent disability and fatality cases reported by the Workmen's Compensation Boards to the total number of workers employed, an approximation can be made of the workmen's compensation settlement rates for those injuries. The 1967 settlement rates are slightly higher than the average rates for the past 10-year period—an indication that workmen's compensation coverage is being expanded to include more and more workers.

The 1967 preliminary total of employment injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the 10 provinces was 801,700. The final total for 1966 was 781,884.

The Canada Department of Labour received reports of a total of 1,079 employment fatalities that occurred in Canada during 1967. The revised total for 1966 was 1,242, approximately 6 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., Aug. 1967, p. 487).

In 1967, the number of fatalities in the primary industries, and their proportion of the total number of fatalities, decreased below the average number of fatalities in these industries for the past 10-year period, reflecting the declining labour force in these industries. In the manufacturing, construction and transportation industries, the reverse development took place, corresponding to the shift in the distribution of the labour force in these industries. The situation in the service and commercial industries has not changed significantly, however, in spite of considerable increases in their labour force.

During 1967, the transportation, construction and manufacturing industries together accounted for 55.7 per cent of the total number of fatalities. Of the total, 226 occurred in transportation, 206 in construction, and 170 in manufacturing. The remaining 44.3 per cent of the fatalities were distributed in other industry divisions as follows: mining, 15.5 per cent; forestry, 9.2 per cent; trade, 5.5 per cent; service, 4.7 per cent; public administration, 3.2 per cent; fishing, 3.1 per cent; agriculture, 2.6 per cent; and finance, 0.5 per cent.

The Province of Ontario accounted for 34 per cent of the total number of fatalities, British Columbia for 20 per cent, and Quebec for 13 per cent.

An analysis by type of accident shows that the categories of collisions, derailments and wrecks, and being struck by different objects accounted for almost half of the total fatalities. One quarter of the total fatalities were the result of either falls and slips, or of being caught in, on, or between different objects. The

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The non-fatal and fatal employment injuries covered in this review are those sustained by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

* See Tables H-1 to H-9 on pages 443 to 455.

remaining quarter were the result of inhalations, absorptions, asphyxiations and industrial diseases; of conflagrations, temperature extremes and explosions; of over-exertion; of contact with electric current; of striking against and stepping on objects; and of other miscellaneous accidents.

During 1967, 13 multifatality accidents brought death to 77 workmen. Thirty-two workmen were drowned in four accidents. Eighteen employees died as a result of an explosion or fire in two accidents. Two head-on collisions involving trucks claimed the lives of 10 workmen. Seven persons were killed in two aircraft accidents, and four workmen died in a railway collision. A rockslide in a mine caused three deaths, and another three workmen died as a result of toxic gas inhalation in another mine.

The 1967 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.11 for men and 0.02 for women. The fatality rates for the past eight years (figures for women in parenthesis) are shown in Table 2.

Table 2

Year	*Fatalities*	*Workers Employed*	*Rate per 10,000 Workers Employed*
		(in thousands)	
1960	1,124 (10)	4,362 (1,593)	2.58 (0.06)
1961	1,082 (4)	4,381 (1,674)	2.47 (0.02)
1962	1,128 (7)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (13)	4,567 (1,808)	2.67 (0.07)
1964	1,314 (6)	4,698 (1,911)	2.80 (0.03)
1965	1,318 (8)	4,842 (2,020)	2.72 (0.04)
1966	1,227 (15)	4,983 (2,169)	2.46 (0.07)
1967*	1,075 (4)	5,083 (2,296)	2.11 (0.02)

*Preliminary.

This table shows that the male fatality rate has not changed significantly over the past eight years, and that the female fatality rates were negligible.

Workers employed in the primary industry occupations, comprising approximately 10 per cent of the total workers employed in 1967, accounted for more than 30 per cent of the total fatalities. Workers employed in manual occupations, comprising about 40 per cent of the total workers employed, accounted for approximately 56 per cent of the total fatalities; and workers of the service and white-collar occupations, comprising approximately 50 per cent of the total number of workers were responsible for nearly 14 per cent of the total fatalities.

Employment injury statistics, including those of 1967, fluctuate; but the general trend indicates a slow gradual improvement.

65-day garbage strike settled in Memphis

A 65-day strike by 1,300 garbage collectors in Memphis, Tenn., ended on April 16. The strikers cheered as they unanimously accepted an agreement that was described as "a memorandum of understanding," rather than a formal contract.

The pact called for a 10-cent-an-hour wage increase on May 1 and another five cents an hour on September 1, plus union recognition and dues checkoffs. The sanitation workers, 98 per cent of whom were Negro, were making from $1.65 to $2.10 an hour when they walked off the job on February 12.

The racially tinged labour dispute had brought Rev. Martin Luther King to Memphis to lead a protest march on behalf of the workers. Dr. King was assassinated there on April 4.

ILO extends technical assistance in 1967

Total expenditure of the International Labour Organization for technical assistance programs during 1967 amounted to $17.6 million, compared with $16 million during 1966. The activities were directed toward the development of human resources and social institutions, and toward the improvement of living and working conditions.

The net ILO budget increased from $20,337,871 in 1966 to $22,472,398 in 1967. The International Labour Conference held in June adopted a net budget of $24,836,091 for 1968. In 1967, Canada's contribution amounted to $755,072 and in 1968 this was increased to $834,492.

The breakdown of the ILO technical assistance program, by source of financing, was as follows: special fund section of the United Nations Development Program (UNDP), $8,758,000; technical assistance section of UNDP, $5,874,000; regular ILO budget, $2,031,000; and funds in trust, $900,000. So far, there have been 92 UNDP special fund projects entrusted to the ILO for execution.

The distribution of expenditure, by region, of all ILO operational programs was: Africa, 39.2 per cent; Latin America, 22.7 per cent; Asia, 25.2 per cent; Middle East, 5.0 per cent; Europe, 4.3 per cent; and inter-regional projects, 3.6 per cent.

More than half of ILO technical aid was in the general field of home resources development, including manpower organization, vocational training and productivity and management development. Work continued also in the field of social security, occupational safety and health, workers' education, vocational rehabilitation, rural development and labour conditions, and administration.

One of the chief activities of the ILO was the building of a code of international law in the labour and social fields. The conference in 1967 adopted six new international instruments (L. G., Sept. 1967, p. 560).

The international centre for advanced technical and vocational training (L. G., 1966, p. 144), which was inaugurated in March 1965 in Turin, continued to widen its curriculum and to receive increased numbers of fellows from developing countries. A total of 480 fellows attended the courses or seminars of the 1966-67 academic year.

The process of decentralization of the ILO's field structure, which began in 1965, continued during 1967. ILO branch offices were opened in the African cities of Cairo, Algiers, Dakar, and Yaounde. Each of these offices serve the countries within their jurisdictional territory.

At the end of the year, the ILO had 118 member countries (L. G., March 1967, p. 167). Barbados became a member in May, and Botswana withdrew its membership.

Canadian Indians

Continued from page 399

as Band projects, some as co-operatives, and some as individual undertakings. Money might have to be borrowed, but responsible groups and individuals should be given the opportunity to get credit.

Many of the suggested changes for the Act would add to the personal responsibility for their community affairs. "There are some things that the Government may always have to do," the handbook concedes. "The lands reserved for Indians are held by the Government of Canada in trust for the Indian people, and there may have to be a Government department to act as trustee." Trusteeship, however, would not mean that the Government would have the final decision concerning the land. "It simply means that it will hold the land for your children and your children's children, as long as the Indian people want it that way."

The Minister expressed the hope that the new Act would help to offer the Indian people more opportunities for self-reliance. "By itself the Act will not solve the problems of the Indian community. If the passage of laws could do that, there would be no problem. The solution lies mainly with you—each one of you."

The Influences at Work

On the Labour Relations Scene

"Just as a substantial part of Canadian labour union policy is influenced by union policy made in the United States, it is equally true that a substantial amount of Canadian management policy, including policy on labour relations, is formulated outside the country." The foregoing statement was made by John Millons, Chief of the Studies Division, International Labour Affairs Branch, Department of Labour, in an address to the Montreal Westward Rotary Club in March. The foreign parents of Canadian subsidiaries are quick to insist that their labour relations policies are developed in Canada by Canadians and for Canadians, he said. And he added, "We might suspect in some cases that these employers protest too much."

Mr. Millons stated that he was not advocating nationalism for the sake of nationalism, but "It would be surprising if the interests of these foreign influences always coincided with national interests."

He pointed out that, in 1966, a year in which many major collective agreements were renewed, a total of more than five million man-days were lost in Canada because of strikes and lockouts, and that the year was almost a record one for labour strife. "The price tag of this strife was about $80 million in lost wages and at least $250 million in lost production. Although we can't know the price tag of the disputes that were settled by mediation, I think you will agree that this loss warrants a continued effort by labour, management and government to minimize labour disputes."

Strikes and lockouts were still major economic weapons used by labour and management against one another, he said, and a strike in one industry often had an effect on other industries. "For example, a strike in the automobile manufacturing industry can affect the steel industry and the automobile retail industry in fairly short order." A strike by air traffic controllers at Canada's airports has the power to paralyze a large sector of the nation's transportation system.

"Although we tend to think of labour and management as homogeneous bodies, this is not really so," he said. "Management groups and labour union groups will frequently have vast differences of opinion among themselves, and it is not uncommon to find that some strikes are carried out for reasons of warfare between unions rather than because of warfare between workers and employers."

Mr. Millons said that labour relations in Canada are complicated because Canada is a federal state. He pointed out that the federal Government and ten provincial governments made eleven separate legislative jurisdictions on labour matters, and that their laws were fairly similar, if not identical. They all embodied certain common principles such as the right of workers and employers to organize, the obligation of employers and workers to bargain with one another in good faith and procedures for the mediation of disputes.

"If labour law in Canada is confusing for the layman, it is also frequently confusing for the professional," he said. "Jurisdictional problems between governments are not uncommon." He pointed out that a man owning a fleet of a hundred trucks and doing business exclusively in the province of Quebec would come under the labour statutes of the Province of Quebec. If the man sent one of his trucks on a regular schedule across a provincial border into New Brunswick or Ontario, then his business could be classed as interprovincial trucking and would come under the federal labour jurisdiction. Canada's two transcontinental railways are under federal labour jurisdiction, but some of their hotels are under provincial labour jurisdictions. Equality of working conditions in plants across the country is difficult to maintain when these plants have to function under the labour laws of different provinces.

Commenting on the international aspects of labour relations, Mr. Millons said that the economic interdependence of employers and workers was beginning to shrink distance. Some indications of this were the growth of worldwide employers' corporations, simultaneous with the growth of international federations of trade unions. These tendencies were leading to two further developments, said Mr. Millons. One is the expansion of economic power that is improving the ability of employers to do battle with their employees and to impose price decisions on consumers. The other is the possibility that employees might fashion strong international links to counter the economic force of their employers.

"The big losers, as this kind of collectivism develops, are likely to be the independent professional men, the independent businessmen, and other non-unionized workers, whose voices will stand still less chance of being heard in the market place and in the corridors of power."

The bright spot on the worldwide horizon was the positive influence on labour standards and social security made by the International Labour Organization. He explained that the ILO, a United Nations agency, was a tripartite body that gave equal representation to labour, management and government of all member countries, and that these three groups jointly developed international standards on labour conditions and social security.

"These standards become embodied in documents known as Conventions, and a state which ratifies an International Labour Convention becomes morally bound to apply the principles of that Convention in its own legislation," he explained. "Thus there is one international agency that concerns itself with attempting to establish standards for the world of work, and which, because of the participation of the Government, can perhaps help to lessen the tensions that may grow up internationally between employers and workers."

"I think that we would all agree that out of labour relations can come and have come, advances in our standards of living," he said. "At the same time, it is possible that bad things can occur. To give a not-so-extreme example, it seems to me that the day is not far off, because of the way employers and unions are becoming internationalized, when a man who orders his favourite drink in his favourite bar in Montreal, may suddenly find that he cannot have it because his waiter is on a sympathy strike with the bartenders of Hawaii."

Price Indexes

Consumer, April 1968

The consumer price index (1949=100) increased by 0.6 per cent to 154.1 at the beginning of April from 153.2 at the beginning of March. It was 4.3 per cent higher than the April 1967 level of 147.8.

The food index rose by 0.7 per cent to 149.8 from 148.7, and was 4.0 per cent above the April 1967 level of 144.0. Price increases were recorded for milk, eggs and a number of produce items; among other staple goods, including bread, flour, sugar and butter, prices were unchanged.

Fresh fruit and vegetable prices increased, with higher quotations for apples, bananas and grapefruit, onions, tomatoes and lettuce. Beef and pork prices were lower, fish and poultry prices were higher.

The housing index rose by 0.4 per cent to 156.6 from 156.0 and was 4.3 per cent above the April 1967 level of 150.1. Home ownership costs rose by 1.0 per cent as a result of higher property taxes, and advances in building material prices and wage rates in construction. Rents increased 0.3 per cent. Household operation items remained unchanged, as higher prices for furniture, household textiles and some appliances were offset by lower prices for household supplies and floor coverings.

The clothing index rose by 0.5 per cent to 136.3 fom 135.6, with increases in the price of women's, men's and children's wear, and footwear.

The transportation index rose by 0.3 per cent to 160.8 from 160.3 as a result of higher taxes on gasoline in a number of cities. The price of motor oil also advanced.

The health and personal care index rose by 1.4 per cent to 197.0 from 194.3 as a result of generally higher professional fees. Most personal care supplies, including toilet soap, cleansing tissues and shaving cream, declined in price.

The recreation and reading index declined by 0.2 per cent to 172.1 from 172.5. Price decreases for television sets and phonograph records outweighed minor increases in the prices of radios and bicycles.

The tobacco and alcohol index increased 1.8 per cent to 140.9 from 138.4.

Group indexes a year ago in April were: food 149.8; housing (shelter and household operation) 156.6; clothing 136.3; transportation 160.8; health and personal care 197.0; recreation and reading 172.1; and tobacco and alcohol 140.9.

City Consumer, April 1968

Between March and April, consumer price indexes advanced in all regional cities except Ottawa, where no change occurred. The increases ranged from 1.4 per cent in St. John's to 0.1 per cent in Saskatoon-Regina.

Food indexes rose in eight cities and declined in two. The largest increase, 1.2 per cent, was recorded in Halifax, the largest decrease, 0.7 per cent, in Ottawa. Housing indexes moved up in most cities with the exception of Saint John.

Clothing, health and personal care indexes showed a general increase in all regional cities. Transportation indexes were mixed, with higher gasoline prices in Quebec, Newfoundland and New Brunswick contributing to the increase in several cities. Slightly lower automobile prices accounted for the decline in some western cities. The recreation and reading index showed varied movements, as did the tobacco and alcohol component, which remained unchanged in all cities except St. John's and Montreal, where marked advances occurred.

Regional consumer price index point changes between March 1968 and April 1968 were as follows: St. John's+1.8 to 134.4*; Halifax+1.2 to 145.7; Montreal +1.1 to 152.0; Toronto+0.9 to 155.6; Edmonton-Calgary+0.8 to 144.5; Saint John+0.5 to 148.8; Vancouver+0.5 to 148.3; Winnipeg+0.3 to 149.0; Saskatoon-Regina+0.1 to 144.0; Ottawa unchanged at 152.5.

Wholesale, March 1968

The general wholesale index (1935-39=100) was 268.0 in March, 0.4 per cent higher than the February index of 266.9, and 2.1 per cent higher than the March 1967 index of 262.4. Five of the eight major group indexes were higher, and three declined.

The vegetable products group index increased 0.3 per cent to 230.7 from 229.9 as a result of higher prices for tea, coffee, cocoa, grains, vegetable oils and raw rubber. In the non-ferrous metals products group, an increase of 2.3 per cent to 258.8 from 253.0 reflected higher prices for silver.

The wood products group index advanced 0.6 per cent to 360.9 from 358.7 on higher price increases for fir, cedar and spruce. Minor increases occurred in two major group indexes—non-metallic minerals products moved to 204.5 from 204.1, and iron products to 276.5 from 276.3.

Decreases of 0.1 per cent or less occurred in the following major group indexes: animal products, 285.8 from 286.2; textile products, 255.7 from 255.9; and chemical products, 213.7 from 213.8.

* On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 0.6 per cent to 249.0 from 247.4 in the three-week period, March 29 to April 19. The animal products index moved up 1.2 per cent to 313.8 from 310.1, and the field products index declined 0.2 per cent to 184.2 from 184.6.

U.S. Consumer, March 1968

The United States consumer price index (1957-59=100) rose by 0.4 per cent from February to March. The index in March was 119.5, which was 3.9 per cent higher than a year ago.

Price increases recorded were: food (including restaurant meals), 0.4 per cent; apparel (including infants wear, sewing materials, jewellery and apparel upkeep), 0.9 per cent; housing (including hotel and motel rates, home purchase and other home-material costs), 0.3 per cent; home operation and furnishings, 0.7 per cent; medical care, 0.7 per cent; and transportation, 0.3 per cent.

British Retail, Feb. 1968

The British index of retail prices (January 16, 1962=100) was 122.2 at February 20, compared with 121.6 at January 16 and 118.6 at February 21, 1967.

The rise in the index during the month was caused by increases in the price of bread and some other goods and services.

For the food group, the index rose by about 0.5 per cent to 121.8, compared with 121.1 in January.

The index for the housing group rose by about 0.5 per cent to 139.4, compared with 138.6 in January, mainly because of a rise in the average level of rents for unfurnished dwellings.

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Why Are So Few Women in Management?

The song asks, "Why can't a woman be more like a man?" And two short articles published in the January-February issue of *The Business and Professional Woman* seem to pinpoint the frustrations felt by the capable, ambitious business woman who is trying to get a toehold in the predominantly male world of business.

The magazine quoted from an article published in the March-April issue of the Canadian Welfare Council magazine, which stated that women have equal rights with men:

- until a woman with children decides to go out to work;
- until a woman employee wonders about being taken on one of those training courses the management offers its staff;
- until a married woman earning a salary tried to get credit on her own to buy her own car;
- until a woman who has graduated in law looks for a partnership in a law firm; or
- until a daughter asks her parents if she, instead of her brother, can go to college.

Commenting on the article, Elsie Gregory McGill, a former president of the Canadian Business and Professional Women's Federation, says that these situations are not new. "What is new," said Miss McGill, "is that it is no longer just a few but many millions among the over nine million women in Canada who find the situations hampering."

Better training, more education, greater experience and participation in activities outside family life have given millions of Canadian women more confidence in their own abilities.

"This type of background has heightened their aspirations toward achievement generally, and toward a more effective share in the making of decisions that affect their families, their work, their communities, their nation and all aspects of their lives," said Miss McGill.

She believes that many Canadian women are dissatisfied with the traditional ideas of "women's place" that still prevail in Canada—ideas that are wrapped in the phrase, "the status of women."

The federal Government has defined the functions of the Royal Commission on the Status of Women as inquiring into and reporting on the status of women in Canada, and recommending the steps that should be taken by the Government to ensure equal opportunities with men in all aspects of society.

"It is apparent that this is more than just an inquiry into the rights of women or the equality of women with men," said Miss McGill. "It implies an inquiry into the prevailing social attitudes that are to the disadvantage of women; an inquiry searching for ways to change or remedy these."

Department of Labour statistics show that women in managerial positions made up only 2.9 per cent of the total labour force in 1961. What are the prevailing social attitudes that tend to divert women from managerial positions? A survey to find out why more women were not in managerial positions was conducted at the Business and Professional Women's Club Seminar last October in Edmonton.

Dr. Geraldine Farmer, Associate Professor of Secondary Education, University of Alberta, in her analysis of the results of a survey, concluded that one third of the reasons given for women not getting managerial positions could be attributed to the attitudes of women themselves. Many women are apathetic and not ambitious. They appear to lack the confidence and necessary aggressiveness needed to rise to managerial heights. "On the other hand, 40 per cent of the reasons could be attributed to the attitudes of society and businessmen," said Dr. Farmer. Women who do feel qualified and confident to take a managerial role are discouraged by age-old taboos against promoting women to executive positions.

Management generally believes that males are more acceptable to clients and employees, and that other women prefer to work for men. It is traditional for men to be leaders; the role of manager is inconsistent with the feminine role. Some company policies do not permit women to hold managerial positions; other companies just do not invite women to take a supervisory job. Women are visualized also as being emotional and unstable or having binding family ties.

Dr. Farmer says that, although the survey was limited in scope and not representative of Canadian women in business, it did offer some reasons for the small participation of women in managerial occupations. "It provides information that might guide those who are interested in effecting change in the status of women in the labour force," she said, "and it suggests ideas and problem areas in need of further examination and research."

An Experiment in Part-Time Employment For Married Women

Women's Bureau

A system of employment that would provide the worker with the opportunity of choosing the hours of work best suited to him would likely be considered revolutionary by most people. But in The Netherlands, it has been tried and found workable, and is in effect in four industrial plants.

Industrialization and urbanization did not develop to any great extent in The Netherlands until after World War II. Only then did competition by industry for the available labour force begin in earnest. Between 1959 and 1965, the growing shortage of workers was a prime concern. This prompted the employers to consider the possibility of hiring married women to relieve this shortage.

Women workers comprised 23 per cent of the labour force in The Netherlands in 1960, a considerably lower percentage than that of women workers in some surrounding European countries. This low figure was the product of a comparatively recent industrial build-up in the country, and the limitations imposed by the traditional view that a married woman's place was in the home. This attitude still prevails, but the inception of a new program, whereby the running of a household and the care of the children could be carried on even while the mother was employed outside the home, has brought about the acceptance of married women into the labour force.

The Experiment Begins

The unusual scheme of encouraging married women to enter employment by providing working hours that would not interfere with the housekeeping schedule, and that would make it possible for married women to work during the time their children were in school, was developed by a special committee at the Philips telecommunications works in The Hague. The scheme was advertised—and the response was much greater than had been anticipated.

Because of the success of this first unusual "job structuring," Philips decided to undertake a similar experiment in Veldhoven, a new town of about 25,000 inhabitants, where there was a large number of young families. The company opened a small workshop for the precision assembly of hearing aids. Because the shop was intended exclusively for the employment of married women, the entire working environment—equipment and organization—was specially arranged to suit them.

The first phase of the plan went into operation with the mailing of letters to the married women of Veldhoven, and those in the immediate neighbourhood, explaining how this new workshop was to operate. The women who showed an interest in employment were then visited by a female personnel officer of the workshop, who discussed in detail with each applicant the feasibility of her undertaking employment—always keeping in mind of course, the view that a married women's first responsibility was to her family. Because of the lack of collective nurseries and of plans to establish any, women with children up to the "toddler" age were advised not to apply.

The interviews revealed that about half of those who had applied had to be excluded, because it was evident that difficulties with their domestic situation would be encountered. Those who were considered acceptable were given a medical examination, and tests were made to determine whether the applicants possessed the special standards of vision, intelligence, accuracy and dexterity that are essential qualifications in the precision assembly work of hearing aids.

Each employee has an individual contract that stipulates the hours she is to work and their distribution over the day and week. She may arrange that her working hours coincide with her child's school hours; or she may choose to work in the morning or in the afternoon—or even part of the morning and part of the afternoon. Women without children may complete their hours of work without a break either in the morning or in the afternoon.

For economy of operations (part-time work involves higher costs for the company), and efficient organization of the workshop, it is necessary that each employee work several hours on not fewer than four days a week. At the Veldhoven plant, weekly working hours range from a minimum of 25 to a maximum of 45.

Workers are entitled to sick pay and holiday allowance. A woman working a 25-hour week receives 15 days paid leave annually (10 days of collective workshop holidays and 5 days to be taken individually). Leave without pay, even by the hour if necessary, can be taken for a good reason, such as the husband's or children's illness or holidays. An individual arrangement for regular leave (again, even by the hour if need be) can be made where necessary. Membership in the pension fund is voluntary, except for widows, who are obliged to join.

Wages are determined on the hourly rate laid down in the collective agreement. A minimum level of output that can be easily reached is agreed upon, and this entitles each worker to her starting wage. After a certain time, if she produces more, her wages are increased to an agreed higher rate. Jobs are classified by degree of difficulty, and each class has a different wage scale.

The ability of the employee determines her possible advancement from the initial level of "second assembler" to that of "first assembler," and to the top position of "general assembler." There are only a few employees in the workshop with this latter classification, the majority of the staff being divided almost evenly between the first two categories.

System to Continue

Plans by the Philips company to consider expansion of the experiment is evidence that, from the business standpoint, the workshop has met with success. From the employees' point of view, the workshop is providing these women with an opportunity to work under conditions that have been designed especially for her. The monotony of the traditional assembly line type of work has been replaced by "group endeavour" where the employee is, along with the other 10 or 12 workers in her group, responsible for several key facets in the assembly of hearing aids.

For a part of her day, she is relieved of the routine of household duties, and she is meeting and making friends with persons of her own environment. All of this contributes to a friendly working atmosphere—and she has the satisfaction of knowing that her skills are being used in the creation and manufacture of a vital product.

This article is condensed from *A Workshop for Married Women in Part-time Employment* by J. L. J. M. Van Der Does De Willebois, International Labour Review, December 1967.

ILO Policies and Programs On Vocational Rehabilitation

The following article is taken from a paper prepared by N. E. Cooper, of the International Labour Office, Geneva, and presented at the ILO Interregional Study Tour on Vocational Rehabilitation held in Denmark, July 17 to August 5, 1967.

Participation in the Study-Tour was limited to senior administrative officials or professional workers actively engaged in national vocational rehabilitation schemes or social welfare programs in the field of vocational guidance, vocational training, placement or sheltered employment for the disabled. The participants came from countries in Asia, Africa, Europe, the Middle East, Latin America and the Caribbean.

Manpower Utilization Branch
Department of Manpower
and Immigration

Although the International Labour Organization has been interested in vocational rehabilitation since its inception, a real impetus was given to this program in 1955. That year, the ILO Conference adopted Recommendation 99, which dealt with aspects of vocational rehabilitation for all categories of disabled persons.

This recommendation not only defines what is meant by the terms "vocational rehabilitation" and "disabled person", but also sets out clear and concise guidelines to assist many countries in planning and developing their vocational rehabilitation programs.

The document recommends that:

- the most pressing needs of each country in the field of vocational rehabilitation, and the form the program will take should be decided by each country;
- each country should base its decision on a statistical study of the number, type and characteristics of services for the disabled; and
- the main objectives of any vocational rehabilitation program should be to demonstrate and improve the working qualities of the disabled, to emphasize their abilities and working capacities, to promote working opportunities for them, and to overcome employment discrimination against them.

Administrative Policy

Recommendation 99 also provides some guidelines for administering vocational rehabilitation programs. These include recommendations that:

- the greatest attention and emphasis should be on the final need for satisfactory placement in employment, no matter what the scope of the program;
- for each disabled person benefiting from it, vocational rehabilitation should be considered as a comprehensive and continuous process from the moment of identification to the time of satisfactory resettlement in employment;
- any program of vocational rehabilitation should provide services for vocational assessment and guidance, and either training and selective placement or sheltered employment; and
- these specific services for the disabled should be integrated within the framework of existing vocational guidance, training and placement services.

ILO Activities

The technical assistance activities of the ILO in the field of vocational rehabilitation can be considered under seven separate headings. These programs provide: national vocational rehabilitation services; special categories for the disabled; pilot rehabilitation centres; guidance; training; special placement services; and sheltered employment.

In addition to the special assistance program, the ILO undertakes research into special aspects of vocational rehabilitation. At present, it is investigating the problems arising from automation, and their effects upon the employment of disabled persons. In the publications field, the international labour body has issued a manual on selective placement. It is now working on the final drafts of two other publications, *The Adaptation of Jobs for the Disabled,* and *Industrial Rehabilitation of the Disabled.*

Technical Assistance

The International Labour Organization provides for technical assistance under three of its general programs. The first of these is the United Nations Development Program. Under it, a special fund has been established to finance projects for vocational rehabilitation. Eligibility is confined to projects that have an element of research or training. The special fund was established by a UN General Assembly resolution. It stressed that the fund must be used for relatively large projects, and not for projects that require a contribution of less than $250,000.

Another program coming under the UNDP is the expanded program for technical assistance. This is financed by funds specially voted to it for technical activities by member countries of the UN. The money obtained is divided among all the agencies that provide technical assistance, including the ILO, according to the agreed requests of governments.

The second of these general programs is the ILO's own program for technical assistance. This is financed from the regular budget of the ILO, and it provides for operational activities. The program is controlled by the Director-General, acting upon the advice of the program board.

The third program comes under trust funds. By this method, governments may receive technical assistance directly from the ILO, provided that they make available the required funds to finance the requested technical assistance.

Keeping Employees Informed

Labour-Management Consultation Branch

The people at the Rusko of Canada Limited plant in Toronto don't know what you mean when you inquire about the labour-management committee.

There is no separate committee as such at the plant, whose 125 workers are represented by Local 5122, United Steelworkers of America (AFL-CIO/CLC). But there is joint consultation. Lots of it. The plant manufactures steel and aluminum window and door products for commercial, architectural, residential and home improvement uses.

A committee, which gathers each Wednesday from 11 a.m. to 12 noon, has been known through the years as the "production planning committee." Its terms of reference, however, take in safety and joint consultation. The 11-member committee, drawn from union and management, will take on such topics as morale in the plant, employee-training, or a discussion of the features of an industry-wide wage survey.

"We have no labour-management committee as such," explains Ronald Cunningham, the plant manager. "What we've done is lump together production, safety, and issues involving the union and management."

Mr. Cunningham, who started with Rusko 10 years ago as a spray painter's helper, and rose to plant manager in eight years, believes labour-management communication works best when both parties know what they're talking about. "If I negotiate with a union, I want to deal with people who have a firm grasp of the issues," he says. To this end Mr. Cunningham endeavours to channel as much pertinent information as possible to the union leaders.

"Mind you, in this age of ever increasing costs, when certainly the individual is concerned with the cost of his groceries, we let people know the price of ours. As the price of production material increases—which it did, not, long ago—we let them know about it. Speaking generally, though, we'll distribute any reports, surveys or articles we can get our hands on, even if the information they contain is not in our favour."

John Murdock, President of Local 5122, is a key participant in the weekly sessions. "Every time we come out of a meeting, we're that much wiser," he says. "And what I say applies not just to the unionists, but to the management people, too."

Mr. Murdock says he practices fair play, and he's found that it pays off when the union and the company are resolving differences. "We resolve our differences on the basis of discussion. There are no fits of temper when we sit down to work out a problem. We talk it over and find a solution among ourselves." Either Mr. Murdock or Thomas Oliver, the union Vice-President, gives a verbal report at union meetings on the particulars of recent production meetings.

* * *

Sometimes it comes back to you over the late movie . . . . Humphrey Bogart or Edward G. Robinson has just stuck up the bank in a small mid-Western town, and wants to tell his dumb-blonde girl friend back in Chicago all about it.

So he drives up in a car with the radiator cap on the outside, hops out (careful not to catch his five-inch-wide tie in the slamming door), and ducks into a candy store to call his dolly. Up comes the receiver in his left hand; with his right, he CRANKS THE BOX . . . . You get the picture? Telephoning has come a giant step in the past 40 years.

The New Brunswick Telephone Company, Limited has been mechanizing since 1929. And every time there's a change, it means something to the people who work for the company. NBTel realizes this and, despite avoidance of mechanization-caused layoffs in recent history, feels an obligation to keep the employees aware of upcoming changes. This is done through quarterly labour-management meetings. The meetings, attended by eight or nine union officers from all over the province, and half as many management representatives, are tough, working sessions, usually four hours in length.

About 550 Traffic Department employees of NBTel are represented by Local 1472, International Brotherhood of Electrical Workers (AFL-CIO/CLC). The Traffic Department is responsible for the movement of messages from one customer to another, whether in spoken, written or statistical form.

A second labour-management committee is active in the plant department where 525 employees are represented by Local 1148, IBEW. The plant department's function is to build and maintain the facilities over which messages are transmitted. This committee has helped keep the level of grievances to three a year during the past six years, according to Ross Lewis, Staff Manager-Personnel, of the plant department. "Joint consultation gives us the opportunity to deal with the employees more frequently on a man-to-man basis. We have the opportunity to work on a problem before it's blown up, which is reflected in our low rate of grievances," he adds.

Gren Thomas, a Superintendent in the traffic department with 10 years' service on the committee, says that it benefits the company to broadcast future plans, whether or not they will affect the employees. "We feel there's a morale value, because people want to know what's going on in their company. They may be far removed from the topic, but I think they're interested in it."

As an international representative for the IBEW, Medley LeBlanc has an interest in the committees at NBTel as well as in two others in the province. "We've been able to eliminate a lot of problems that used to come up during negotiations," he says. "We like to know that we have the opportunity to meet with company officials."

Aids to the Employment Of Older Workers

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

Systematic job analysis not only helps in placement, but also in job reallocation and redesign. In their book, *Promoting the Placement of Older Workers*, the social affairs division of the Organization for Economic Co-operation and Development (OECD) lists a variety of methods that have been developed to assist those engaged in job analysis.

These methods range from simple adaptation of method-study practices, to detailed systems used to describe the physical, mental and sensory demands of the job. These include the measuring of an individual's capacity to do a particular job, using standard categories (e.g., physique, intelligence, special aptitudes, attainments, temperament), and the weighing of particular stresses and difficulties.

Other methods include a comparison study of successful and unsuccessful workers on the job, and a review of the job itself, with its required abilities, skills and particular demands (e.g., perception, heat, stress, and noise).

Through job analysis, it would be possible to transfer or reallocate older workers as an alternative to layoff or dismissal. In many OECD member countries, the publication said, job reallocation was the usual solution to an employer's problem of retaining older employees, while removing them from jobs beyond their capabilities. The obvious advantages to the company were the older worker's knowledge of company ways, and his loyalty and reliability.

Job reallocation could, however, be unsuccessful when it was not based on an analysis of the skills involved in different types of work, the report pointed out. Without an analysis, it could be wasteful and even damaging to the individual, because there was no guarantee that he would be placed in work that reduced his difficulties or made use of his skills. The report said that the importance of job analysis as a preliminary to job reallocation was likely to grow, as jobs traditionally assigned to older people became obsolete. Increasingly, the range of jobs considered appropriate would need revision and reappraisal.

The report suggested that, if an employer was concerned at the decline in performance of some older employees whom he would like to retain in the same work, job redesign might be the solution. A study of the worker's task could reveal a number of features that, when altered, might reduce physical effort and mental or perceptual strain. A small change, such as the addition of a seat or armrest, the change of a pedal height, or better illumination, might be sufficient to bring the job within the capability of the older worker. Whether these or more comprehensive changes were required would be determined only after the mental, physical and physiological demands made upon the operator had been identified through job analysis.

The analysis should include an examination of potential trouble spots for the older worker. These were:

- demands for intermittent bursts of energy beyond his capacity;
- continuous demands for energy with a few rest periods (e.g., conveyor belt work);
- inadequate rest periods;
- working in high heat, high humidity or a polluted atmosphere;
- excessive noise, poor lighting or glare;
- work requiring prolonged stooping, bending or stretching;
- work in which the operator supports his own weight or equipment for long periods;
- an untidy work area;
- work requiring visual or auditory acuity;
- work demanding fine discrimination;
- work involving the understanding of complex instructions;
- work requiring a high degree of accuracy involving choice;
- work in which the operator must remember small amounts of information for short periods; and
- work paced by a machine.

All jobs should be designed to take into account the human operator, and to reduce physical and mental strain, the report concluded. For, although employers tend to underrate the possibilities of job redesign, the practice tends to benefit all employees, regardless of age.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during April. It granted five applications for certification, ordered three representation votes in applications for certification, and granted two applications for revocation. During the month, the Board received 21 applications for certification, and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. United Steelworkers of America on behalf of a unit of employees of Eldorado Mining and Refining Limited, Ottawa, Ont., engaged in the company's Beaverlodge operation at Eldorado, Sask. (L.G., Apr., p. 224).

2. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Sault Ste. Marie terminal of Lakehead Freightways Limited, Port Arthur, Ont. (L.G., Apr., p. 224).

3. United Steelworkers of America, Local 924, on behalf of a unit of catering employees of Western Catering Limited, Vancouver, B.C., employed at the operations of United Keno Mill Mines Limited in the Elsa area of the Yukon Territory. (L.G., May, p. 276). The Beverage Dispensers' and Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, had intervened.

4. United Steelworkers of America, Local 953, on behalf of a unit of mine and mill employees of Canada Tungsten Mining Corporation Ltd., Vancouver, B.C., engaged in its operations at Tungsten, NWT (L.G., May, p. 276).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees employed in Ottawa by Trove Transport Limited, Ottawa, Ont. (L.G., June, p. 342).

Representation Votes Ordered

1. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant and intervener, the United Steelworkers of America, applicant and intervener, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, the Brotherhood of Maintenance of Way Employees, intervener, and the International Association of Machinists and Aerospace Workers, intervener. (L.G., Apr., p. 224). The Board directed that the voting unit comprise certain employees of the respondent in its Maintenance of Way and Engineering Department, and that three names appear on the ballot as follows: (1) The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU); (2) United Steelworkers of America; and (3) Brotherhood of Maintenance of Way Employees (Returning Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, applicant, Clarke Traffic Services Ltd., Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, Local 14274, intervener (L.G., May, p. 276). The Board directed that the voting unit consist of certain unlicensed employees of the respondent employed upon the vessels *Chimo, Cabot, North Voyageur, North Gaspe,* and *Jean Brillant,* and that the names of the applicant and intervener appear on the ballot (Returning Officer: G. R. Doucet).

3. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant, the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, the Brotherhood of Railroad Signalmen, intervener, and the International Association of Machinists and Aerospace Workers, intervener. (L.G., May, p. 276). The Board directed that the voting unit consist of certain employees of the respondent employed in its Communications and Signals Department and that the names of the National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU) and the Brotherhood of Railroad Signalmen appear on the ballot (Returning Officer: J. Coallier).

Applications for Revocation Granted

1. Irvin Knox, *et al.,* applicant, the Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer (L.G., Feb., p. 103). The application was for the revocation of the Board's order of December 19, 1966, certifying the respondent union as bargaining agent for a unit of truck drivers employed by Veteran Transfer Ltd.

2. D. N. Cooper, *et al.,* applicants, the Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer (L.G., Mar., p. 155). The application was for the revocation of the Board's order of August 11, 1967, certifying the respondent union as bargaining agent for a unit of drivers and other employees of Grimshaw Trucking & Distributing Ltd.

Applications for Certification Received

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, made on March 29, 1968, on behalf of a unit of reservation sales employees employed at Winnipeg, Man., by Northwest Airlines Inc., St. Paul, Minn., U.S.A. (See applications for certification withdrawn, below).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Curry Moving & Warehousing Ltd., Ottawa, Ont. (Investigating Officer: R. B. Duncombe).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the New Brunswick Broadcasting Company Lim-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

ited, Saint John, N.B., employed at station CHSJ-TV and Radio Station CHSJ (Investigating Officer: D. T. Cochrane).

4. Public Service Alliance of Canada, on behalf of a unit of employees of the National Harbours Board, employed on the administrative staff, at the Port of Quebec (Investigating Officer: G. R. Doucet).

5. *Syndicat national des employés des minoteries Phénix (CSN),* on behalf of a unit of flour mill employees employed by *Les Minoteries Phénix Limitée,* Montreal, Que. (Investigating Officer: R. L. Fournier).

6. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, made on April 3, 1968, on behalf of a unit of reservation sales employees employed at Winnipeg, Man., by Northwest Airlines Inc., St. Paul, Minn., U.S.A. (Investigating Officer: A. E. Koppel).

7. RCA Victor Employees' Association, on behalf of a unit of non-resident technicians employed by the RCA Victor Company Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hall's Motor Transit Co., Blackpool, Que., employed at its Montreal and Lacolle terminals (Investigating Officer: G. R. Doucet).

9. United Brotherhood of Carpenters & Joiners of America, Local 2499, on behalf of a unit of employees of Northern Mining Contractors, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

10. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, etc., employed at Whitehorse, Y.T., by Alpine Clearing Ltd., Victoria, B.C. (Investigating Officer: D. H. Cameron).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, etc., employed by Canada Bridge Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

12. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

13. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers, equipment operators, and warehousemen, employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

14. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Yukon Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

15. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse employees employed at Mount Nansen Mines in the Yukon Territory by Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

16. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse employees employed at Arctic Mines, Carcross, Y.T., by Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

17. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Unioan, on behalf of a unit of employees of the Edgewater Hotel Tavern (White Pass Hotels Limited), Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

18. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of the Regina Hotel, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

19. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Marine Industries Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

20. Reimer Express Lines (Western) Ltd. Employees' Association on behalf of a unit of employees of Reimer Express Lines (Western) Ltd., Edmonton, Alta., employed at Edmonton, Calgary, Regina and Saskatoon (Investigating Officer: D. H. Cameron).

21. International Association of Machinists and Aerospace Workers on behalf of a unit of rail technicians, rodmen and other employees employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: G. R. Doucet).

Applications for Certification Withdrawn

1. International Union of Operating Enginers, Local 115, applicant, and Alpine Clearing Contractors Ltd., Victoria, B.C., respondent. (L. G., June, p. 342).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Northwest Airlines Inc., St. Paul, Minn., U.S.A., respondent. (See also reference to application made on March 29, 1968, in Item 1, Applications for Certification Received, above.)

Wage Schedules Prepared in March

During March, the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 177 contracts in these categories were awarded. In addition, 129 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The Metropolitan Corporation of Greater Winnipeg, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	85	$ 96,902.00
Post Office	8	1,057,547.14
Transport	1	16,370.00

During March, the sum of $10,552.25 was collected from 33 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 313 workers concerned.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Alaska Cruise Lines Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).

3. Arctic Gold and Silver Mines Limited (NPL), Vancouver, B.C., and Local 6536, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Mount Nansen Mines Limited, Vancouver, B.C., and Local 1037, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

5. Ogilvie Flour Mills Co. Limited, Montreal, Que., and the National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU) (Conciliation Officer: C. E. Poirier).

6. B.C. Airlines Limited, Vancouver International Airport, and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

7. Canadian Lake Carriers' Association (representing a number of Great Lakes Shipping Companies), Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier).

8. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier).

9. Inspiration Limited, Edmonton, Alta., and Local 7288, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

10. Robin Hood Flour Mills Limited, Montreal, Que., and *Le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN)* (Conciliation Officer: R. L. Fournier).

11. The Hamilton Harbour Commissioners and Canadian Union of Public Employees (Police Unit) (Conciliation Officer: H. A. Fisher).

12. The Hamilton Harbour Commissioners and Canadian Union of Public Employees (Manual Maintenance Agreement) (Conciliation Officer: H. A. Fisher).

13. Rio Algom Mines Limited (Nordic Mine and Quirke Mine) and United Steelworkers of America (Conciliation Officer: T. B. McRae).

14. The Toronto Harbour Commissioners and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae).

15. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

16. Zenith Transport Ltd., North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

Settlements by Conciliation Officers

1. CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. M. Gilmour) (L. G., June, p. 343).

2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. M. Gilmour) (L.G., May, p. 277).

3. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362, 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

Conciliation Boards Appointed

1. Lakehead Terminal Elevators' Association, representing Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., April, p. 225).

2. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa, Ont.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 343).

3. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (see above).

Conciliation Board fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L.G., June, p. 344) was fully constituted in April with the appointment of

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Judge Jean-Paul Noel of Montreal, as Chairman. Judge Noel was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hainault and union nominee Claude St-Arnaud, both of Montreal.

Board Reports Received *

1. Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (L.G., March, p. 157).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (L.G., May, p. 278).

Report of Settlement

Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 344).

Strike Action

1. Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (strike commenced April 27) (see above).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (strike commenced April 25) (see above).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

* Full texts published in L.G. Supplement No. 2, 1968.

Employment and Unemployment In April

Employment at 7,276,000 in April was 156,000 higher than in March. The total was 151,000 higher than the comparable figure for last year.

The labour force, at 7,712,000, was 104,000 higher than in March, and 222,000, or 3.0 per cent higher than it was a year ago.

Unemployment decreased by 52,000 during the month to 436,000 in April from 488,000 in March, and was 71,000 higher than in April 1967.

Unemployment in April represented 5.7 per cent of the labour force compared with 4.9 per cent in April 1967, and 4.1 per cent in April 1966.

Employment, at 7,276,000, increased by 156,000 between March and April. The increase of 151,000 from April 1967 was shared by all regions except Quebec, where employment was about the same as a year ago.

In non-farm employment, there was an increase of 85,000 between March and April. During the same period, farm employment rose by 71,000. In non-farm industries, increases were recorded in manufacturing, 32,000; construction, 22,000; transportation, communication and other utilities, 15,000; and trade 11,000.

Employment was higher than a year ago in non-farm employment, 122,000, and farm employment, 29,000. The largest increases in non-farm employment took place in community, business and personal services, 57,000, and trade, 55,000. Increases were also recorded in transportation, communication and other utilities, 22,000; finance, insurance and real estate, 16,000; and public administration, 11,000. Employment was lower than a year ago in manufacturing, 26,000 and in construction, 25,000.

Unemployment

Unemployment, at 436,000, was 52,000 lower than in March, but 71,000 higher than in April 1967. Of the 436,000 unemployed in April, 120,000, or 28 per cent, were unemployed for less than one month. Of the remainder, 140,000 were unemployed for one to three months and 176,000 for four months or more.

Legal Decisions Affecting Labour

The Alberta Supreme Court (Appellate Division) has ruled that a CLRB decision, dealing with whether a person is an employee or not, is not subject to *certiorari*.

The Quebec Court of Queen's Bench has ruled that, in an inter-union process, a decision heard by the chairman and two other members of the Labour Relations Board is valid.

Legislation Branch

On January 22, 1968, the Appellate Division of the Alberta Supreme Court upheld a ruling of Mr. Justice Riley of the Alberta Supreme Court, who had dismissed an application for *certiorari* to quash a certification order issued by the Canada Labour Relations Board. The Appellate Division rejected the contention of Midland Superior Express Limited that the decision of the Board on the question of the employer-employee relationship was a collateral issue subject to review on *certiorari*.

Circumstances of Dispute

The facts of the case were reviewed by Mr. Justice McDermid on behalf of the Court.

An application was made to the Canada Labour Relations Board for the certification of Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the bargaining agent for certain drivers whom the Union claimed to be employed by Midland Superior Express Limited.

The company was found by the Canada Labour Relations Board to be "a corporate commercial common carrier engaged in the haulage of freight by road transport between its terminals at Victoria and Vancouver, B.C., Calgary and Edmonton, Alta., Hamilton and Toronto, Ont., and Montreal, Que." Although Midland Superior Express owned all the trailer equipment used by it, the tractors that hauled the trailers were owned by over forty individuals, partnerships and companies that were referred to as "lease operators."

Some of these lease operators owned only one tractor that the owner himself drove; others owned several tractors for which drivers had been hired. The application to the CLRB sought to certify a bargaining unit including, in part, "line drivers, spare drivers, [and] leased equipment operators classified as line drivers and spare drivers." In the words of Mr. Justice McDermid, "The basic question before the Board was whether the drivers of these tractor units who did not own their own units but drove a unit owned by a lease operator were employees of the lease operator whose unit they drove or were employees of the Company."

The CLRB decided that the drivers in question were employees of Midland Superior Express Limited, and had certified Locals 362 and 979 as their bargaining agent.

Midland Superior applied to the Alberta Supreme Court for *certiorari* in order to quash the CLRB decision. In the decision on this application (L.G., June 1967, p. 367), Mr. Justice Riley had said: "I would think that in law the employees in question were not those of the applicant [the company]." Nevertheless, he went on to say that, "While I think that the Canada Labour Relations Board may have been wrong, I cannot correct that error on *certiorari*." Accordingly, Mr. Justice Riley refused to quash the Board's order.

Midland Superior then appealed to the Appellate Division of the Alberta Supreme Court.

Question of Collateral Issue

On appeal, it was contended by Midland Superior that the decision of the CLRB that, for the purpose of collective bargaining, the drivers who drove tractors owned by lease operators were employees of Midland Superior Express, and not of the lease operators, was on a "collateral," "preliminary," or "jurisdictional" issue.

Mr. Justice McDermid noted that, if the decision of the Board was on a collateral or jurisdictional issue, and if such a decision was based on an error in law, it might be attacked on *certiorari*. He quoted from two decisions of the Supreme Court of Canada in which the question of collateral issues arose. In *Jarvis v. Associated Medical Services Inc.* (L.G. 1964, p. 588), Mr. Justice Cartwright (now Chief Justice) said, "The extent of the Board's jurisdiction is fixed by the statute which creates it and cannot be enlarged by a mistaken view entertained by the Board as to the meaning of that statute." Stating the principle involved, Mr. Justice Fauteux said, *In re Ontario Labour Relations Board, Toronto Newspaper Guild, Local 87 v. Globe Printing Company* (L.G. 1953, p. 1174), that "the authorities are clear that juris-

diction cannot be obtained nor can it be declined as a result of a misinterpretation of the law, and that in both cases the controlling power of superior Courts obtains, notwithstanding the existence in the Act of a no-*certiorari* clause."

In the case at bar, Mr. Justice McDermid said that "where there is a privative [i.e. no-*certiorari*] clause, and the issue decided by the Board is not jurisdictional or collateral, it cannot be attacked on a *certiorari* application, even although it be founded on an error in law." The federal Industrial Relations and Disputes Investigation Act does contain a privative clause that says, in part:

> Sec. 61(1) If in any proceeding before the Board a question arises under this Act as to whether
>
> (a) a person is an employer or employee;
>
> . . . the Board shall decide the question and its decision is final and conclusive for all the purposes of this Act.

Mr. Justice McDermid noted that exactly the same provision, contained in the British Columbia Labour Relations Act, under Sec. 65, had been before the Supreme Court of Canada in *Labour Relations Board et al. v. Traders' Service Limited* (L.G. 1959, p. 58). When the "collateral issue" contention was raised in the *Traders' Service* case, it seemed to the Court that the argument failed at its very beginning. The judgment continued in the following words:

> What is there 'collateral' or outside the main issue in the determination here that a particular person is an employee of a particular employer? The Board is not determining the status of a person at large but with reference to an employer named in the application. That is the very subject matter of the adjudication. The same argument has been put forward and rejected in the cases having to do with employees exercising managerial functions or employed in a confidential capacity. *Bradley v. Canadian General Electric* [L.G. 1957, p. 860] and *Labour Relations Board v. Safeway Ltd.* [L.G. 1953, p. 1170] are decisively against the argument. There is no difference in principal between a determination of the capacity in which a person is employed and a determination of the question of the relation of employer and employee. Neither question is a collateral issue. There are no two issues here before the Board, the first, whether the man is an employer and the second, whether he is the employer of a particular employee. The issue is a single one and entirely within the Board's jurisdiction. It was for the Board and the Board alone to make the finding on the one issue, and this finding is not open to review by the Court.

In the case at bar, Mr. Justice McDermid held, along with Mr. Mr. Justice Riley in the Court below, that the *Traders' Service* case was conclusive for the "collateral issue" question, and, he added, "it matters not whether the Board made an error in law as contended by the company; the judgment is not open to attack by *certiorari*." Mr. Justice Johnson and Mr. Justice Kane, the two other judges on the panel hearing this appeal case, agreed with this conclusion of Mr. Justice McDermid.

Question of Proper Notice

It was contended, on behalf of Midland Superior, that the Canada Labour Relations Board had not given notice to the proper parties, and so its judgment was a nullity because the Board had no jurisdiction to proceed.

The Rules of Procedure of the Canada Labour Relations Board provide in Sections 9 and 10:

> 9(1) Subject to these rules, in any proceedings before it, the Board shall afford an opportunity to all interested parties either to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable in the circumstances.
>
> 9(2) Where any question arises in any proceedings before the Board as to whether a party is an interested party therein the Board shall decide the question and its decision thereon is final and conclusive.
>
> 10(2) Upon the filing of the application for certification the Board shall give notice thereof and send one or more copies of the application to the employer of the employees in the proposed bargaining unit and to any other interested party . . .
>
> 10(4) Within seven days of receipt of the notice and copy of the application, the employer and any other party to whom the notice is sent shall notify the Board that he desires or does not desire, as the case may be, to intervene to contest the application and file his reply thereto . . .
>
> 10(9) Where the Board is of opinion that a hearing on an application is advisable, notice fixing a time and place of the hearing shall be given to the applicant and to the employer and to all other interveners filing replies . . .

Counsel for Midland Superior claimed that the lease operators were interested parties, and that no notice of the application of the union for certification had been given to them.

Mr. Justice McDermid noted that this objection had not been raised before the Canada Labour Relations Board, or before Mr. Justice Riley in the Court below. He did not think that the certification order would affect the lease operators in a legal sense, although the order might affect them in a commercial sense by providing that certain persons are not their employees. If this were not so, then, by the principle *audi alteram partem* (hear the other side), and under the relevant Rules of Procedure, the lease operators would be entitled, on making application for *certiorari*, to have the certification order quashed. "But here," he said, "the application [for *certiorari*] is not made by a lease operator." He continued by asking the question: "Has the company any status to apply to have the order quashed on the grounds, not that the company was not served, but that some other interested party was not served?" Coming to his conclusion, Mr. Justice McDermid said:

> The Company is not in the position of a stranger in respect of the order, but it is so in respect of the lack of notice to the lease operators . . . If the lease operators do not choose to complain about the lack of notice and take no steps to protest against the decision, why should other persons have such a right? . . . I do not think the company can raise the question of lack of service of the notice on the lease operators at this stage in the proceedings.

Mr. Justice Johnson, although not wishing to be taken as disagreeing with this conclusion of Mr. Justice McDermid, said that he would confine his reasons for dismissing the appeal on the notice question to narrower grounds. He found that the lease operators were interested parties within Sec. 10(2) of the CLRB Rules of Procedure, and so were entitled under the rules to receive notice of application for certification. Mr. Justice Johnson noted, however, that the rules in Sec. 10 contemplate two different notices, saying, "Section 10(2) requires that notice of the application be given to the applicant and other 'interested parties'. After a person has intervened in accordance with Section 10(4), he is then entitled to receive notice [10(9)] of the hearing, if one is held."

Neither the CLRB nor Midland Superior returned any information indicating whether or not notice of application for certification had been given to the lease operators. Midland Superior did file an affidavit of Mr. William DeGroot of Calgary, the principal shareholder in one of the lease operations, which stated, in part:

> 5. That while I gave evidence in the Hearing for Certification before the Canada Labour Relations Board, Little Chief Express Limited was never notified of the Hearing and was not represented thereat.
>
> 6. That I know most if not all of the lease operators under contract with Midland Superior Express Limited, and none of these men or companies, to my knowledge, received notice of the said hearing.

Mr. Justice Johnson said that the affidavit of Mr. DeGroot made no mention of notice of the application, but only of notice of the hearing. Unless DeGroot's company had intervened after notice of application, it would not have been entitled to notice of the hearing. Without evidence that DeGroot's company had intervened, the affidavit did not prove that there had been a failure to give notice of the hearing to those who were entitled to receive it. In the absence of evidence, Mr. Justice Johnson did not think the order of *certiorari* should be granted. In explanation, he said:

> Assuming that the Board, having become aware that its jurisdiction to make the order was being questioned, was under a duty to supply the record with evidence as to this notice (and on this point I express no opinion), having regard to the circumstances, I would say that no order should be made. These circumstances include the following: (1) The appellant [Midland Superior] did not complain as to the inadequacy of the return nor apply for a further and better return; (2) The appellant attempted to supply this evidence by filing the affidavit of DeGroot; (3) Other evidence was available from the various tractor operators with whom it had contracts; (4) It entered upon and continued throughout the hearing without raising the point of notice and does so for the first time on the application which is under appeal. In these circumstances, the court ought not to exercise its jurisdiction in favor of the appellant, and the appeal must fail on this point.

Mr. Justice Johnson did add that if, in fact, only Midland Superior Express Limited was served with notice of application, an interesting point might arise as to whether the order made is binding on anyone other than Midland Superior.

The other judge on the panel for the case at bar, Mr. Justice Kane, concurred in the conclusion of Mr. Justice Johnson.

Appeal Dismissed

Both arguments of Midland Superior Express Limited were rejected. The appeal from the refusal of Mr. Justice Riley to grant an order of *certiorari* was accordingly dismissed with costs. *Midland Superior Express Limited v. Truckers, Cartagemen, etc. Local No. 362 et al* (1968) 63 WWR, Part 1, p. 53; (1968) 66 D.L.R. (2d) Part 7, p. 639; 68 CLLC, para. 14,091.

QUEBEC COURT OF QUEEN'S BENCH

On May 10, 1967, the Quebec Court of Queen's Bench dismissed an appeal from a judgment of the Superior Court, and held that, under the provisions of the Quebec Labour Code regarding the quorum, it was not required that an inter-union process be heard by a panel of the Labour Relations Board composed of five members of the Board, but that a decision reached, following the hearing before a panel composed of a chairman and two members of the Board, one representing the employers and the other representing the employees, was valid and not subject to revision by the Superior Court.

Circumstances of Dispute

Local 137 of the United Textile Workers of America and the National Union of Textile of Huntingdon (CNTU) both wanted to be certified as a bargaining agent of certain employees of Cleyn and Tinker Limited. The former applied to the Quebec Labour Relations Board for certification in October, 1965, and the latter in January, 1966. In February, 1966, Local 137 made a revised application asking to be recognized as a bargaining agent of the employees in question by virtue of its certification in 1946 as the representative of the employees of Spinners Limited, a predecessor of Cleyn and Tinker Limited. The Board considered this application before a panel of five members presided over by Mr. Justice Crowe. On May 24, 1966, the Board refused to recognize the validity of the previous certification and ordered a representation vote.

On June 15, the parties and the Board reached an agreement for the holding of a vote on June 29. This agreement also contained a clause prohibiting any propaganda during 36 hours preceding the vote. Local 137 received a majority of votes cast on June 29. But the rival union contested this result, alleging violation by Local 137 of the clause limiting propaganda, and asked the Board that a new vote be ordered. The Board considered the matter on October 4.

The Board was again presided over by Mr. Justice Crowe, assisted by two members, one of whom took part in the earlier hearing. Local 137 objected to the composition of the panel of the Board on the grounds that this was an "inter-union process," as defined by Sec. 108 of the Labour Code, and that it should be heard by five members of the Board, "in accordance with established practice." The Board dismissed this objection and proceeded with the hearing of witnesses as to the alleged violation of the propaganda clause.

On October 11, 1966, the Board cancelled the vote taken on June 29, on the ground of breach of the propaganda agreement, and ordered a new vote to be held within 15 days. The Board also prohibited all propaganda by the parties involved until a new vote was taken.

Local 137 then made a motion to the Superior Court, under Article 846 of the Code of Civil Procedure, to set aside the Board's decision of October 11, and to revise the Board's decision of May 24, to the effect that Local 137 be recognized as the representative of the employees.

On November 9, 1966, Mr. Justice Cousineau, of the Superior Court, dismissed the motion on the ground that Local 137 had failed to establish even a *prima facie* case of excess of jurisdiction. The decision of the Superior Court was appealed by Local 137.

Quorum in Inter-union Process

Rendering the judgment of the Court of Queen's Bench, Mr. Justice Montgomery was of the opinion that the Court need not be concerned with the Board's first decision, rendered on May 24. Local 137 accepted this decision and made the agreement of June 15 for the holding of a vote in accordance with this decision. Further, Local 137 relied upon the result of the vote at the second hearing before the Board.

The attack on the first decision appeared to Mr. Justice Montgomery to be the result of an afterthought; he also noted that Local 137 failed to implead the members of the Board who participated in the first decision but not in the second (Article 847 of the Code of Civil Procedure).

Regarding the second decision of the Board of October 11, 1966, Local 137 attacked it, principally on the ground of the composition of the Board at the time of the hearing that led to this decision. Local 137 alleged that there is a well-established custom that "an inter-union process" should be heard by five members of the Board, at the same time admitting that there is nothing in the Labour Code to require this.

Mr. Justice Montgomery noted that the Quebec Labour Code provides for a chairman and five vice-chairmen. Further he added:

> It is no doubt presumed that they shall be impartial, but the Code recognizes the difficulty of finding persons with experience in labour matters who do not have some bias for labour or for management. It therefore provides for the appointment of eight other members, four to represent the employers and four the employees, such appointments to be made on the recommendation of the 'most representative labour and employers' association'.

With reference to Sec. 105 regarding a quorum of the Board, Mr. Justice Montgomery noted that a quorum consists of three: the chairman, or a vice-chairman, both supposedly impartial, one representative of the employers, and a representative of the employees. The two hearings of the Board mentioned above had complied with this requirement. At the first hearing, however, there were two representatives each of the employers and employees; and at the second hearing, there were only two representatives, one representing the employers and another representing the employees.

Composition of the Panel

Considering that, in Quebec, there are two principal groupings of labour unions, counsel for Local 137 argued that it is desirable that, in an "inter-union process," each of these groupings be represented on the panel when considering this kind of dispute; and that, consequently, it is customary in such a case to have the employees represented by two members rather than one. This practice was applied to the first hearing of the Board, but not to the second. Further, counsel for Local 137 contended that the only member representing the employees at the second hearing was the nominee of the group of unions (CNTU) with which the National Union of Textile of Huntingdon was affiliated. According to counsel for Local 137, this member of the Board could not be unbiased, though his honesty was unquestioned.

According to Mr. Justice Montgomery, this contention might be valid, except for the express provision of Sec. 107 of the Labour Code, which reads:

> When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations, but does not vote.
>
> The foregoing provision shall not apply in the case of an inter-union process, but, in such case, the members representing the employers and the employees shall not vote.

Under the provisions of Sec. 107 in an inter-union process, the members representing the employers and employees do not vote, but merely act as assessors or advisors to the chairman or the vice-chairman.

Mr. Justice Montgomery noted that, in the case at bar, the same person acted as a chairman during both hearings. It seemed to him a matter of secondary importance whether he sat with four assessors or with two, or whether the same individuals attended both hearings.

If the employees' representative at the second hearing had, by reason of his previous affiliation, a bias in favour of the respondent union, this fact was known to the chairman who presumably allowed for it in weighing the advice of the employees' representative. Mr. Justice Montgomery noted also that both decisions of the Board were signed by the same person, who acted as a chairman. The situation might be different if the appellant union were attacking the competence or objectivity of the chairman, but this was not the case.

Quorum Requirements Observed

Mr. Justice Montgomery stated that the legislature could require a special quorum to deal with an inter-union process, but it did not. He also held that the alleged practice of a special quorum in an inter-union process could not have been in existence for very long, because the Labour Code came into effect on September 1, 1964. On the other hand, in *l'Association des employés de Vanity Brassière Co. Ltd. v. La Commission des relations de travail du Quebec and Vanity Brassière Co. Ltd.* (L.G., Jan., p. 41), the Quebec Superior dismissed an application for a writ of *certiorari,* whereby a union challenged a decision of the Board in an inter-union process. In that case also, Mr. Justice Montgomery noted, the hearing had been before a panel composed of three members. In conclusion, Mr. Justice Montgomery held that, in the case at bar, the Board was correct in dismissing the preliminary objections submitted by Local 137.

Violation of Propaganda Agreement

The Court did not consider it had jurisdiction to revise the Board's decision regarding the violation by Local 137 of the agreement regarding propaganda. There was some evidence in this respect, and it was within the discretionary powers of the Board to set aside the result of the vote and order a new vote, even though these violations might not have been particularly serious and perhaps unintentional.

Freedom of Speech

The Board's order prohibiting all propaganda before the taking of a new vote appeared to the Court to be, on the face of it, a limitation upon freedom of speech. Mr. Justice Montgomery noted that the right to make such an order is not expressly provided for in the Labour Code, apart from the general powers of regulation under Articles 115 and 116. He noted, however, that the second vote was ordered to be held within 15 days—which was desirable because of the time that had already elapsed.

This short delay left little time for the parties to reach a new agreement regarding propaganda. In these circumstances, the Board might reasonably have believed that the two unions had made ample opportunity to present their case to the employees. Consequently, the Court held that the Board did not exceed its jurisdiction in prohibiting propaganda.

The Right to Certiorari

The respondent union questioned the right to challenge in court a decision of the Board in view of the privative clause contained in Sec. 121 of the Labour Code, which reads:

> No action under Article 50 of the Code of Civil Procedure or recourse by writ of prohibition, *quo warranto, certiorari,* or injunction shall be exercised against any council of arbitration, court of arbitration, conciliation officer or the Quebec Labour Relations Board, or against any mem-

ber of such bodies, on account of any act, proceeding or decision relating to the exercise of their functions.

This provision was enacted before the new Code of Civil Procedure came into effect containing articles 846 and 847.* Considering that the Court had reached a decision upholding the order of the Board, Mr. Justice Montgomery did not consider it necessary to decide this matter. He questioned, however, whether Sec. 121 of the Labour Code bars the recourse provided by Articles 846 and following of the new Code of Civil Procedure.

Appeal Dismissed

The Court of Appeal, in a unanimous decision, dismissed the appeal and upheld the decisions of the Quebec Labour Relations Board. Considering the lapse of time since the Board's order of October 11, 1966, the Court ordered the matter to be referred back to the Board so that it might, if deemed appropriate, make another order for the holding of the new representation vote.

Les Ouvriers Unis des Textiles d'Amérique, Local 137 v. La Commission des relations de travail du Québec and Others and Cleyn and Tinker Limited, R.J.B.R. (1968), No. 1, p. 41.

* 846. The Superior Court may, at the demand of one of the parties, evoke before judgment a case pending before a court subject to its superintending and reforming power, or revise a judgment already rendered by such court, in the following cases:

1. when there is want or excess of jurisdiction;

2. when the enactment upon which the proceedings have been based or the judgment rendered is null or of no effect;

3. when the proceedings are affected by some gross irregularity, and there is reason to believe that justice has not been, or will not be done;

4. when there has been a violation of the law or an abuse of authority amounting to fraud and of such a nature as to cause a flagrant injustice.

However, in the cases provided in paragraphs 2, 3 and 4 above, the remedy lies only if, in the particular case, the judgments of the court seized with the proceeding are not susceptible of appeal.

847. The motion seeking authorization to exercise the recourse provided in this chapter must be served upon the judge or functionary who was seized of the case, and upon the parties, with a notice of the date and place of presentation.

The judge to whom the motion is presented cannot authorize the issuance of a writ of summons unless he is of the opinion that the facts alleged justify the conclusions sought.

In case of urgency, the judge may, before authorizing the issuance of the writ, order the suspension of all proceedings in the case, but such suspension cannot in any case continue beyond 10 days.

Immigration to Canada In 1967

Immigration to Canada during the Centennial Year 1967 reached a total of 222,876, an increase of 14.4 per cent compared with the total of 194,743 persons in the previous year. During the 100 years since Confederation, Canada has admitted 9,351,777 immigrants. These figures are given by the Department of Manpower and Immigration in a recently issued report, *1967 Immigration Statistics.*

The 1967 total was the highest since the postwar record of 282,164 reached in 1957, and 1967 was the sixth successive year in which there was an increase over the previous year.

During 1967, Canada's labour force was increased by 119,539 as a result of immigration. This represented 53.6 per cent of the total immigrants for the year. Of these workers, 32.5 per cent belonged to the manufacturing, mechanical or construction trades; 28.3 per cent were classed as professional or managerial; 16.7 per cent as being in the clerical, commercial or financial occupations; 9 per cent in service occupations; 7.3 per cent as labourers; and 2.7 per cent as farm workers.

The non-workers, which included wives, children and others, made up the other 46.4 per cent of the total, numbering 103,337.

Britain and Italy continued to lead as countries of former residence, although there was a slight decrease in the number of persons from these countries compared with 1966. Immigrants from Britain totalled 62,420 and those from Italy, 30,055. The numbers arriving from some of the other countries were: United States, 19,038; Germany, 11,779; Greece, 10,650; France, 10,122; and Portugal, 9,500. Immigration from France has almost doubled in the past two years to become the highest number of immigrants in any one year since statistics by country of former residence began to be kept in 1940.

Immigration from Central America and the Caribbean more than doubled in 1967 compared with the previous year, and there was an increase of about 50 per cent in the number of Asian immigrants. There was a somewhat smaller increase in the number from Africa.

Ontario and Quebec continued to receive the bulk of the immigrants. Ontario got 116,850, or 52.6 per cent; Quebec 45,717, or 20.5 per cent; followed by British Columbia with 12.2 per cent; the three Prairie Provinces, with 12.6 per cent; and the Atlantic Provinces with 2.1 per cent.

The report pointed out that the new immigration regulations that came into effect on October 1, 1967 were "universally applicable and completely non-discriminatory." It added, "Since a prospective immigrant's racial origin has no bearing in determining his admissibility to Canada, all references to this subject have been removed from all immigration documents. There is, therefore, now no way available to the Immigration Division to compile data on the ethnic origin of immigrants."

Insurance Registrations And Other UIC Statistics

On February 29, 1968, insurance books or contribution cards had been issued to 5,134,079 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 393,674, a decrease of 81 since January 31.

During February, there were 11,168 investigations conducted by enforcement officers across Canada. Of these 8,656 were spot checks of claims to verify the fulfilment of statutory conditions, and 849 were miscellaneous investigations. The remaining 1,663 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 321 cases, 130 against employers and 191 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 505.*

Revenue received by the Unemployment Insurance Fund in February totalled $31,775,305.25 compared with $37,436,649.13 in January and $32,967,532.32 in February 1967.

Benefits paid in February totalled $59,548,128.21 compared with $50,764,705.33 in January and $43,530,943.67 in February 1967.

The balance in the Fund on February 29 was $328,508,325.91 compared with $356,313,090.13 on January 31 and $273,465,842.69 on February 28, 1967.

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Report — February

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit, both regular and seasonal, numbered 659,500 on February 29. This was 26,000, or 4 per cent, more than the January 31 count of 633,300. An increase of 32,000 in the number of seasonal benefit claimants was partially offset by a decrease of 6,000 in claimants for regular benefit.

The increase of 108,000 more than the February 28, 1967 count of 551,800 was accounted for by 80,000 regular and 28,000 seasonal benefit claimants.

At the end of February, more than two thirds of the claimants had been on claim for more than four weeks; more than 70 per cent of these were males.

Initial and Renewal Claims

During February, a total of 198,000 initial and renewal claims were filed in local offices across Canada. This was one third fewer than the 296,000 filed in January, and one sixth more than the 170,000 filed in February 1967. Eighty per cent of the claims filed in February represented new cases of recorded unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 558,200 during February, 380,900 in January 1968 and 420,400 in February 1967. Benefit payments for the three months under consideration were $59.5 million, $50.8 million and $43.5 million. Average weekly payments were $26.67 for February, $26.66 for January and $25.89 for February 1967.

Provincial Data

With the exception of Manitoba, increases over January 31 in the month-end claimant count occurred in all provinces. The number of males decreased slightly in Manitoba and British Columbia. There was a numerically small but proportionately large decrease among females in Prince Edward Island.

Increases over February 28, 1967 occurred in all provinces. Rates of increase in the Atlantic provinces were considerably lower than the general rate of 20 per cent.

Summary Table

Activity	Feb. 1968	Jan. 1968	Feb. 1967	Cumulative Data 1968: January to February	Cumulative Data 1968: 12 months ending February
			(in thousands)		
Insured population as at month-end	—	486†	4,697	—	—
Initial and renewal claims filed					
Total	198	296	170†	494†	1,887
Initial	151	228	128	379	1,386
Renewal	47	68	41	114	501
Claimants currently reporting to local offices	659	633	552†	646*	385*
Regular benefit	509	515	429	—	—
Seasonal benefits	150	118	122	—	—
Fishing	24	22	24	—	—
Beneficiaries (weekly average)	558	381	420	470*	282*
Weeks compensated	2,233	1,905	1,681	4,137	14,714
Benefit paid	$59,548	$50,765	$43,531	$110,313	$378,045
Average weekly benefit	$ 26.67	$ 26.66	$ 25.89	$ 26.66	$ 25.69

*Monthly average.
†Discrepancy between totals and subtotals is due to rounding.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Price Indexes

Continued from page 404

In the clothing and footwear group, there were rises in the average levels of prices for many articles of clothing and footwear, and the index for the group rose by nearly 0.5 per cent to 112.3, compared with 111.9 in January.

The index for the transport and vehicles group rose by nearly 0.5 per cent to 114.4, compared with 113.9 in January, as a result of increases in passenger fares in some areas, and in charges for the repair and maintenance of motor vehicles.

Mainly as a result of increases in the prices of some newspapers and periodicals, the miscellaneous goods group index rose by about 1 per cent.

In the services group, the index rose by 1 per cent to 129.3, compared with 128.0 in January, mainly as a result of an increase in charges for dry cleaning.

There was little change in the general level of prices in the remaining five groups.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2741

A claimant filed an initial application for benefit on April 9, 1964 and registered for work as a polisher. During the previous six years, he had been employed as a superior at a salary of $100 a week.

The claimant left his job on the advice of his doctor, because he was allergic to the oils used at the plant. He made a statutory declaration to the Unemployment Insurance Commission on December 7, stating that he was willing to work as a furniture salesman, paint shop salesman or parking lot attendant, for a salary of not less than $65 a week. The claimant's benefit period expired on April 3, 1965, and a new initial claim was allowed as seasonal benefit.

Real Estate Salesman

During the course of a spot check investigation, an enforcement officer was informed by the claimant's daughter-in-law that the claimant was learning the real estate business from a real estate broker. The claimant had not reported any earnings or other employment on his weekly reports between April 1964 and April 1965. He then stated that he was going to sell real estate full time, beginning on May 3, 1965.

The claimant's employer submitted a record of gross daily earnings for the period August 1, 1964 to June 30, 1965, showing that he had received a gross salary of $3,000 during this time.

The insurance officer notified the claimant that, in his declarations covering the period May 3, 1964 to April 25, 1965, "you stated that you did not work the full working week and that you had no particulars of self-employment to report, whereas you were employed as a real estate salesman." A disqualification for $216 was therefore imposed.

In error, the claimant had been notified that he was disqualified because he was self-employed as a real estate salesman. The insurance officer corrected this oversight in a following letter, notifying the claimant that he was disqualified from receiving benefit:

1. From May 6 to May 9, 1964, because he had failed to prove that he was available for work, as he was a real estate salesman, and in a position to control his own working hours; and

2. from May 10, 1964, because he had failed to prove that he was unemployed.

The result was that the claimant had received overpayments of $1,752.

Board of Referees

The claimant appealed to the board of referees on January 13, 1967. The board provided a statement of facts in which it noted that:

- the claimant made daily trips to the National Employment Service Offices to check the lists showing work available during the period that he was on claim;
- the claimant had been referred to a job with a construction company, but did not accept it because of the dusty working conditions that would have aggravated the emphysema from which he suffered;
- a questionnaire sent to the real estate broker to query the claimant's availability and unemployed status, elicited the response that the claimant was under doctor's care, that he worked only part time, and that, between May 1964 and April 1965, he had earned a gross commission of $1,883, excluding expenses, which amounted to approximately $400; and
- he was registered as a real estate salesman by the Registration and Examination Branch of the Department of the Attorney General, Province of Ontario on May 6, 1964.

Statement and Conclusions

The board noted that the claimant had stated the following:

- he would be willing to give up his licence to sell real estate if he could find suitable work;
- he could not take a job as a polisher for health reasons;
- he had decided to continue to sell real estate on a more active basis in the spring of 1965, when sales became more plentiful; and
- he did not show earnings on his weekly reports because he thought that he would be allowed to make approximately $1,500 and still receive unemployment insurance benefits, as he needed the money to pay off his debts.

In its conclusions after the hearing, the board upheld the decision of the insurance officer to disqualify the claimant. The board suggested that the claimant could not seek out or accept employment in any other capacity unless he gave up his real estate licence. The board found further that the claimant had made statements in connection with his claim for benefits that he knew to be false or misleading. The board therefore dismissed the claimant's appeal.

Appeal to the Umpire

The claimant submitted an appeal to the Umpire, in which he argued that he was free to accept any suitable employment offered to him, although he possessed a licence to sell real estate. In connection with this statement, a regional claims officer found out that an applicant for a real estate salesman's licence is turned down if he accepts other employment. "There is no objection on the part of the Real Estate Branch to any holder of a real estate licence seeking other employment while in possession of a salesman's licence. He must, however, notify the Real Estate Branch of the Department of Insurance within five days of actually commencing other employment and his licence is withdrawn," the Branch told the regional claims officer.

Considerations and Conclusions

In rendering his decision on the appeal hearing, the Umpire stated he was satisfied that, even though the board of references may have attached too much importance to the question of whether the claimant could "seek out or accept employment in any other capacity unless he gave up his licence," the facts, as proved, amply supported the unanimous findings and conclusions of the board.

According to established jurisprudence, said the Umpire, when a claimant has omitted to declare his employment at the proper time, and more particularly when, as in this case, he had done so deliberately "because I was deep in debt and wanted to continue to receive unemployment insurance benefits," his omission tends to weaken the credibility of his statements about the extent of his activities.

The Umpire decided that the determining factor was the extent of the claimant's activities, and not his availability for other employment. The appeal was therefore disallowed.

Publications Received in the Department of Labour Library

List No. 232

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Eleventh Annual Report, Year ended 13 August 1967.* Canberra, Commonwealth Government Printer, 1967. Pp. 20.

2. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1967.* Victoria, Queen's Printer, 1968. Pp. 113.

3. BRITISH PRODUCTIVITY COUNCIL. *Chairman's Report, 1966-67.* London, 1967. Pp. 16.

4. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Fifteenth Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1967.* Ottawa, 1967. Pp. 18.

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1967.* 56th Edition. Ottawa, Queen's Printer, 1967. Pp. 108.

CANADA. MINISTERE DU TRAVAIL DU CANADA. DIRECTION DE L'ECONOMIQUE ET DES RECHERCHES. *Organisations de travailleurs au Canada, 1967.* 56e édition. Ottawa, Imprimeur de la Reine, 1967. Pp. 112.

6. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1966.* Ottawa, Queen's Printer, 1968.

7. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. *Annual Report for Fiscal Year, 1966-1967.* Ottawa, 1968. Pp. [82].

CANADA. MINISTERE DE LA MAIN-D'ŒUVRE ET DE L'IMMIGRATION. *Rapport annuel pour l'année financière, 1966-1967.* Ottawa, 1968. Pp. 78.

8. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report for Year ending March 31, 1967.* Fredericton, 1968. Pp. 91.

9. ONTARIO. DEPARTMENT OF LABOUR. *Forty-eighth Annual Report, April 1, 1966/March 31, 1967.* Toronto [1968?] Pp. 69.

10. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Statistical Report, 1966.* Toronto, Queen's Printer, 1967. Pp. 100.

Arbitration, Industrial

11. GREAT BRITAIN. COURT OF INQUIRY INTO A DISPUTE BETWEEN THE BRITISH RAILWAYS BOARD AND THE NATIONAL UNION OF RAILWAYMEN CONCERNING GUARDS AND SHUNTERS. *Report.* London, HMSO, 1967. Pp. [40].

At head of title: Industrial Courts Act, 1919.

Professor D. J. Robertson, commissioner.

The dispute under investigation concerned "the duties which a railroad guard has to perform under conditions of single-manning and the remuneration he should receive for this work". The term "single-manning" refers to a situation where there is no fireman on the train.

12. VOGEL-POLSKY, E. *La conciliation des conflits collectifs du travail en Belgique, droit et pratique.* Gembloux [Belgique], Editions J. Duculot, 1966. Pp. 215.

Centre interuniversitaire belge de droit social. [Etudes]

Automation

13. BARNETT, CECIL C. *The Future of the Computer Utility.* Authors: C.C. Barnett, Jr. [and others] New York, American Management Association, 1967. Pp. 158.

"This book was originally prepared as a research report submitted in partial fulfillment of the requirements for the Manufacturing Course at the Harvard University Graduate School of Business Administration." Contents: What is a computer utility? Important trends in data processing. Fundamentals of time-sharing and data communications. Availability of utility requirements. Current computer utility offerings. The long-range potential of the computer utility concept. The practicability of the computer utility. The problem of regulation. The influence of the interested parties. The future of the utility concept. Impact on the businessman.

14. ROSS, DAVID PHILLIPS. *The Economics of Privately Negotiated Technological Change Provisions. A Paper prepared for the Twentieth Annual Winter Meeting of the Industrial Relations Research Association, Washington, D.C., December 28-29, 1967.* Ottawa, Canada Department of Labour, 1967. Pp. 18.

Business

15. deHOUGHTON, CHARLES. *Cross-Channel Collaboration; a Study of Agreements between British and Continental Firms.* London, PEP [n.d., 1967?] Pp. [64].

This report is based on 74 interviews with senior British business executives and covers 110 "collaboration agreements" between British and Continental European firms. A "collaboration agreement" is any "arrangement between two or more companies of different nationality that entails acts of

co-operation". Business co-operation could include a licensing arrangement, a reciprocal sales arrangement, exchange of technical know-how, joint financial participation, the formation of joint subsidiaries, etc.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Antitrust Issues in restricting Sales Territories and Outlets (the Schwinn Decision)*, by Betty Bock. New York, 1967. Pp. 44.

This study explains the background of a decision handed down by the U.S. Supreme Court in June 1967 in the case of U.S. v. Arnold, Schwinn & Co. and it suggests some possible effects of the decision. "The Schwinn Case, for the first time, raises the basic question of whether there is any difference, for antitrust purposes, between the amount of control a manufacturer, or other brand name owner, can exercise over the distribution of his product if he *sells* outright, as against the control he can exercise if he *does not sell*, but uses distributors or dealers as representatives."

Collective Bargaining

17. DEMARET, MADELEINE. *Les accords collectifs du travail dans quelques secteurs professionnels.* Préface de Simone David-Constant. Gembloux [Belgique], Editions J. Duculot, 1966. Pp. 230.

Centre interuniversitaire belge de droit social. [Etudes].

18. MUNTS, RAYMOND. *Bargaining for Health; Labor Unions, Health Insurance, and Medical Care.* Madison, University of Wisconsin Press, 1967. Pp. viii, 320.

An examination of the accomplishments and failures in union bargaining on health insurance from the 1940's to the 1960's.

Conferences

19. CANADIAN LABOUR CONGRESS. [*Report of the Proceedings of the*] *6th Constitutional Convention, Winnipeg, Man., April 25* [*to*] *29, 1966.* Ottawa, 1967. Pp. 153.

CONGRES DU TRAVAIL DU CANADA. *Compte rendu des délibérations, 6e assemblée biennale, Winnipeg, Man., 25-29 avril, 1966.* Ottawa, 1967. Pp. 187.

20. LABOUR PARTY (GREAT BRITAIN). *Report of the 66th Annual Conference, Scarborough, October 2-6, 1967.* London, 1967. Pp. 383.

21. TRADES UNION CONGRESS. *Report of 99th Annual Trades Union Congress held in Brighton, September 4th to 8th, 1967.* London, 1967. Pp. 687.

Economic Conditions

22. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. 11th, 1966. *The Vernon Report.* Adelaide, E. J. McAlister & Co. Pty. ltd., 1967. Pp. 67.

Contains five papers dealing with the Report of the Australia Committee of Economic Enquiry, vols. 1 and 2, 1965-1966.

Contents: Growth, inflation and the balance of payments, by J. W. Nevile. Wage policy, costs and prices, by E. A. Russell. Tariff policy, by B. L. Bentick. Foreign investment and the balance of payments, by G. G. Moffatt. Policies for growth, by J. W. Nevile.

23. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Tenth General Report on the Activities of the Community, 1 April 1966-31 March 1967.* Brussels, 1967. Pp. 396.

COMMUNAUTE ECONOMIQUE EUROPEENNE. COMMISSION. *Dixième rapport général sur l'activité de la Communauté, 1er avril 1966-31 mars 1967.* Bruxelles, 1967. Pp. 430.

24. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1966. Part 1. Implementation of Development Plans: Problems and Experience. Part 2. Current Economic Developments.* New York, United Nations, 1967. Pp. 181.

Employment Management

25. DICKSON, WILLIAM JOHN. *Counseling in an Organization; a Sequel to the Hawthorne Researches* [by] William J. Dickson [and] F. J. Roethlisberger. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1966.

A study based on the counseling program of Western Electric Company at its Hawthorne plant in Chicago.

See the authors' *Management and the worker* which described the original Hawthorne researches.

The Western Electric Company in Chicago at its Hawthorne Plant set up a program called "personnel counseling" which lasted from 1936 to 1956 when it was discontinued. This book evaluates the program.

26. GOLEBIOWSKI, M. A. *The Attraction and Retention of Management Personnel.* Vancouver, Commercial and Industrial Research Foundation, 1967. Pp. [34].

This study concerns professional workers who have gone to the U.S. and discusses some of the reasons for their going.

Industrial Relations

27. CANADA. TASK FORCE ON LABOUR RELATIONS. *Progress Report.* December 1967. Ottawa, Queen's Printer, 1968. Pp. 71.

Appendix B. Research programme: p. 43-58.

English and French, the latter inverted and with special title page.

Members of the Task Force are H. D. Woods, chairman, and A. W. R. Carrothers, Abbé Gérard Dion, and J. H. G. Crispo.

The terms of reference of the Task Force set forth in a letter from the Prime Minister to the Chairman were

'. . . to examine industrial relations in Canada and to make recommendations to the Government with respect to public policy and labour legislation and on such other matters as it considers relevant to the public interest in industrial relations in Canada . . . .'

This progress report describes the activities of the Task Force in 1967 and outlines the major issues that it currently sees.

28. CANADA. EQUIPE SPECIALISEE EN RELATIONS DE TRAVAIL. *Etat des travaux.* Décembre 1967. Ottawa, Imprimeur de la Reine, 1968. Pp. 77.

Annexe B. Programme de recherches: p. 43-62.

Texte en français et en anglais, le dernier renversé, avec une page de titre séparée.

Membres: H. D. Woods, président, A. W. R. Carrothers, l'Abbé Gérard Dion, et J. H. G. Crispo.

Labour Organisation

29. MEYNAUD, JEAN. *Trade Unionism in Africa: a Study of its Growth and Orientation* [by] Jean Meynaud

& Anisse Salah Bey; translated [from the French] by Angela Branch. London, Methuen, 1967. Pp. [7], 242.

Originally published as *Le syndicalisme Africain*, Payot, 1963.

A study of African trade unionism from its beginnings to the middle of 1965.

30. RENSHAW, PATRICK. *The Wobblies; the Story of Syndicalism in the United States.* [1st ed.] Garden City, N.Y., Doubleday, 1967. Pp. 312.

A history of the radical trade union, the Industrial Workers of the World.

Labouring Classes

31. CANADA. DEPARTMENT OF LABOUR. *The Canada Labour (Safety) Code.* Ottawa, Queen's Printer, 1967. 1v. (unpaged).

Text of Canada Labour (Safety) Code and its Regulations attached to inside back cover.

Title in French: Le code canadien du travail (sécurité).

Explains the Canada Labour (Safety) Code, which became law in December 1966. The act is titled, "An act respecting the prevention of employment injury in federal works, undertakings and businesses."

CANADA. MINISTERE DU TRAVAIL. *Le code canadien du travail (sécurité).* Ottawa, Imprimeur de la Reine, 1967. 1v. (non-paginé).

«Pour obtenir de plus amples détails et prendre connaissance des dispositions particulières, on voudra bien se reporter à l'exemplaire du Code de sécurité qui se trouve à l'intérieur de la dernière page de la couverture.»

32. DERBER, MILTON. *Research in Labor Problems in the United States.* New York, Random House, 1967. Pp. 184.

Contents: The domain of labour problems research. Origins in reformism. Research as an instrument of administration. Toward the development of a science. Expanding knowledge and current gaps. Methodological problems. Prospects for the future. Appendix: Outline of an introductory research course.

33. FISHER, BERENICE MALKA. *Industrial Education, American Ideals and Institutions.* Madison, University of Wisconsin Press, 1967. Pp. 267.

Provides a general picture of industrial education in the U.S. As well, the book deals with industrial education in two areas, the southern U.S. and a city in southern California.

34. INTERNATIONAL UNION, ALLIED INDUSTRIAL WORKERS OF AMERICA. *Work Measurement, a Guide for Local Union Bargaining Committees and Stewards.* Milwaukee, 1967. Pp. 90.

This pamphlet argues that work measurement and work standards "are a proper subject of collective bargaining" after describing how these processes operate.

35. LORWIN, VAL ROGIN, ed. *Labor and Working Conditions in Modern Europe.* New York, Macmillan, 1967. Pp. vii, 152.

Contents: Serfs in the Urals iron foundries in the eighteenth century [by] Roger Portal. The making of the English working class [by] E. P. Thompson. From Paris to the company town: the communities in which workers lived [by] Georges Duveau. Working-class politics and economic development in Western Europe [by] Val. R. Lorwin. Russian peasants in the factory [by] Theodore H. Von Laue. Industrial workers and their employers in Norway around 1900 [by] Edward Bull. The pit: inside a coal mine in wartime [by] Mark Benney. The evolution of foremanship at the Renault Plant [by] Alain Touraine. The impact of automation: wages and hours, safety and health, and job satisfaction [by the] Director-General of the International Labour Organization.

36. U.S. BUREAU OF LABOR STANDARDS. *The Processing of Workmen's Compensation Cases,* by Monroe Berkowitz, Bureau of Economic Research, Rutgers—the State University, New Brunswick, N.J. Washington, GPO, 1967. Pp. 196.

Contents: Introduction. The reporting of industrial injuries. The uncontested case. Contested case procedures. Compromise and release settlements. Rehabilitation procedures in processing cases.

Management

37. DRUCKER, PETER FERDINAND. *The Effective Executive.* [1st ed.] New York, Harper & Row [1967]. Pp. viii, 178.

The author states that there are five practices that make an effective executive: 1. recording where the time goes; 2. focusing on his contribution to the firm; 3. making strength productive; 4. doing first things first and doing one thing at a time; 5. making effective decisions. The author maintains that "the executive's job is to be effective; and effectiveness can be learned."

38. INTERNATIONAL LABOUR ORGANISATION. *National Management Development Centre, Poland.* Geneva, 1966. Pp. 71.

"Report prepared for the Government of Poland by the International Labour Organization acting as executing agency for the Special Fund Sector of the United Nations Development Programme."

An account of the National Management Development Centre, located on the outskirts of Warsaw. Some of the Subjects taught at the Centre are work study, personnel policy, office management, ergonomics, maintenance, materials control, foremen development, workplan economics, training methods, industrial design, network analysis and the problems of management.

Municipal Government

39. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Financing Local Government,* by Juan de Terres. New York, 1967. Pp. 146.

Examines principal local revenue sources such as property taxes, nonproperty taxes, service charges, state and federal grants-in-aid.

40. PLUNKETT, THOMAS J. *Urban Canada and its Government: a Study of Municipal Organization.* Toronto, Macmillan, 1968. Pp. 178.

This is a substantially revised and updated version of the author's earlier work, *Municipal organization in Canada,* published in 1955.

Partial contents: Municipal government: its role and purpose. The Council-Committee system of municipal government. The Council-manager system of municipal government. Other forms of municipal government. The problem of boards, commissions, and special-purpose authorities. Municipal organization: a summing up. Metropolitan government: the Canadian experience. The requirements of metropolitan reorganization. Seven appendixes describe the municipal ad-

ministration setup in Winnipeg, Sarnia, Halifax, Calgary, Vancouver, Toronto, and Montreal.

Negroes

41. FICHTER, JOSEPH HENRY. *Graduates of Predominantly Negro Colleges, Class of 1964.* Washington, GPO, 1967. Pp. 262.

"Prepared for the National Institute of Health under Contract PH 43-63-1173, with joint sponsorship by the U.S. Department of Labor and National Science Foundation."

Contents: Childhood experiences. Getting ready for college. Poverty and life chance. Talented Negro women. Segregated colleges. Plans for employment. Race and job opportunities. Plans for postgraduate training. The movement for civil rights.

42. MARSHALL, F. RAY. *The Negro and Apprenticeship,* by F. Ray Marshall and Vernon M. Briggs, Jr. Baltimore, Johns Hopkins Press [1967]. Pp. x, 283.

"Based on a report prepared under a contract with the Office of Manpower Policy, Evaluation and Research, U.S. Department of Labor." See *Negroes in apprenticeship,* the Office's Manpower/automation research monograph no. 6, published in 1967.

An evaluation of apprenticeship training in the United States is followed by an examination of Negro participation in apprenticeship training in the U.S. in general, and in nine specific areas in the U.S. in particular.

Taxation

43. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Twentieth Tax Conference convened . . . at . . . Montreal, November 27, 28, 29, 1967.* Toronto, 1968. Pp. 485.

44. JACOBY, NEIL HERMAN. *Canada's Tax Structure and Economic Goals; a Critique of the Report of the Royal Commission on Taxation.* Toronto, Faculty of Administrative Studies, York University, 1967. Pp. 44.

A consideration of the effect on Canadian economic goals if the recommendations of the Royal Commission on Taxation were implemented.

Wages and Hours

45. BRITISH COLUMBIA. DEPARTMENT OF INDUSTRIAL DEVELOPMENT, TRADE AND COMMERCE. *British Columbia Salary and Wage Rate Survey; a Study of Salary and Wage Rates for Selected Occupations and Industries in British Columbia as of September, 1967.* Victoria, 1968. Pp. 14.

46. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Negotiated Wage Rates in Ontario Hospitals (Selected Occupations).* Toronto, 1967. Pp. 101.

47. SHEAHAN, JOHN. *The Wage-Price Guideposts.* Washington, Brookings Institution, c1967. Pp. 219.

Assesses the effect of the wage-price guideposts which were contained in the January 1962 annual report of the U.S. Council of Economic Advisers.

Miscellaneous

48. BADGLEY, ROBIN FRANCIS. *Doctors' Strike: Medical Care and Conflict in Saskatchewan* [by] Robin F. Badgley and Samuel Wolfe. Toronto, Macmillan of Canada, 1967. Pp. xiii, 201.

An account of the 23-day medicare dispute in Saskatchewan in 1962, giving the background of the conflict. In 1962, Mr. Badgley was on the staff of the University of Saskatchewan and Dr. Wolfe was a member of the Medical Care Insurance Commission.

49. BUNYAN, JAMES. *The Origin of Forced Labor in the Soviet State, 1917-1921; Documents and Materials.* Baltimore, Published in cooperation with the Hoover Institution on War, Revolution and Peace, Stanford, California [by] the Johns Hopkins Press, 1967. Pp. xi, 276.

A translation in English of Russian materials showing the evolution of Soviet policies toward labour during the first years of Communist rule in Russia.

50. FRANCE. DIRECTION DE LA DOCUMENTATION. *Social Welfare in France.* Paris, La Documentation française, 1966. Pp. 984.

At head of title: Le Monde contemporain.

"The present work is an up to date translation of the 1963 French edition of *'Les institutions sociales de la France'* prepared under the direction of Pierre Laroque . . . ."

Describes the "main elements of French social welfare legislation and institutions as they stand at the end of 1964."

51. GREAT BRITAIN. TRIBUNAL APPOINTED TO INQUIRE INTO THE CAUSES OF THE ACCIDENT OF THE DRILLING RIG *SEA GEM* AND OTHER MATTERS IN CONNECTION THEREWITH. *Report.* London, HMSO, 1967. Pp. 27, [1].

John Roland Adams, chairman.

At head of title: Ministry of Power.

An offshore self-elevating barge, the *Sea Gem,* on December 27th, 1965 collapsed, capsized and sank, killing thirteen men. This is the official enquiry report into the accident.

52. MELONE, JOSEPH J. *Pension Planning: Pensions, Profit Sharing, and Other Deferred Compensation Plans* [by] Joseph J. Melone [and] Everett T. Allen, Jr. Homewood, Ill., R. D. Irwin, 1966. Pp. xii, 404.

53. RESNICOFF, SAMUEL. *Protecting Your Rights in Civil Service.* New York, Exposition Press, 1967. Pp. 158.

This book advises Federal, state and local civil service employees in the U.S. of their rights, benefits and privileges. The author, a lawyer specializing in the law as it concerns civil servants quotes from statutes, rules, and court decisions.

54. SHELDON, FRANK MICHAEL. *The Personnel Man.* Toronto, McClelland and Stewart, 1966. Pp. 173.

A novel about a personnel executive in a communications company in Montreal.

55. WONNACOTT, RONALD JOHNSTON. *Free Trade between the United States and Canada, the Potential Economic Effects* [by] Ronald J. Wonnacott and Paul Wonnacott. Cambridge, Harvard University Press, 1967. Pp. xx, 430.

Partial contents: Wage costs. Market proximity. Market transportation costs. Agglomeration and external economics. Proximity to resources. Proximity to manufactured supplies. Capital costs. Federal taxes. A summary of location pressures in a free trade area. The process of adjustment to free trade. Protection and the present structure of industry costs: introduction. The automobile industry. Other industry studies. The incidence of tariffs when there are economies of market size. Timing and adjustment assistance. The degree of economic integration. Conclusions.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	April 20	7,712	+ 1.4	+ 3.0
Employed	April 20	7,276	+ 2.2	+ 2.1
Apriculture	April 20	533	+15.4	+ 5.8
Non-agriculture	April 20	6,743	+ 1.3	+ 1.8
Paid workers	April 20	6,231	+ 1.6	+ 2.1
At work 35 hours or more	April 20	5,589	− 1.8	− 6.0
At work less than 35 hours	April 20	1,365	+28.5	+39.9
Employed but not at work	April 20	322	−11.8	+56.3
Unemployed	April 20	436	−10.7	+19.5
Atlantic	April 20	63	− 3.1	+ 5.0
Quebec	April 20	175	− 7.4	+33.6
Ontario	April 20	107	−19.6	+ 7.0
Prairie	April 20	40	−20.0	+21.2
Pacific	April 20	51	0.0	+24.4
Without work and seeking work	April 20	403	− 8.6	+20.7
On temporary layoff up to 30 days	April 20	33	−29.8	+ 6.5
INDUSTRIAL EMPLOYMENT (1961 = 100)	January	118.6	− 1.6	− 0.3
Manufacturing employment (1961 = 100)	January	119.8	0.0	− 1.9
IMMIGRATION	Year 1967	222,876	—	+14.4
Destined to the labour force	Year 1967	119,539	—	+20.5
STRIKES AND LOCKOUTS				
Strickes and lockouts	April	86	+ 3.6	+14.7
No. of workers involved	April	41,751	+ 1.1	+137.5
Duration in man days	April	324,790	−52.4	+114.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	January	$105.70	+ 3.1	+ 6.2
Average hourly earnings (mfg.)	January	$ 2.49	− 0.4	+ 6.9
Average hours worked per week (mfg.)	January	39.9	+ 3.1	− 0.5
Average weekly wages (mfg.)	January	$ 99.34	+ 2.6	+ 6.5
Consumer price index (1949 = 100)	April	154.1	+ 0.6	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)	January	112.9	+ 2.5	+ 1.9
Total labour income (thousands of dollars)	January	2,718	+ 0.3	+ 7.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	February	287.7	+ 2.5	+ 2.3
Manufacturing	February	246.9	+ 2.5	+ 0.2
Durables	February	245.1	− 2.6	− 3.1
Non-durables	February	248.4	+ 7.1	+ 3.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts	March	8,737	+32.6	+62.6
Completions	March	8,483	−12.4	+ 3.5
Under construction	March	78,892	+ 0.3	+27.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Injuries

A—Labour Force

TABLE A-1 — Regional Distribution, Week Ended April 20, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,712	616	2,188	2,848	1,286	774
Men	5,322	436	1,519	1,936	895	536
Women	2,390	180	669	912	391	238
14-19 years	740	66	218	235	145	76
20-24 years	1,114	109	367	366	176	96
25-44 years	3,317	232	954	1,272	521	338
45-64 years	2,324	190	596	891	404	243
65 years and over	217	19	53	84	40	21
EMPLOYED	7,276	553	2,013	2,741	1,246	723
Men	4,967	381	1,371	1,858	862	495
Women	2,309	172	642	883	384	228
Agriculture	533	26	118	132	233	24
Non-agriculture	6,743	527	1,895	2,609	1,013	699
Paid workers	6,231	478	1,735	2,437	945	636
Men	4,120	323	1,156	1,612	601	428
Women	2,111	155	579	825	344	208
UNEMPLOYED	436	63	175	107	40	51
Men	355	55	148	78	33	41
Women	81	*	27	29	*	10
PERSONS NOT IN LABOUR FORCE	6,472	713	1,896	2,201	1,025	637
Men	1,707	222	495	554	271	165
Women	4,765	491	1,401	1,647	754	472

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2 — Age, Sex and Marital Status, Week Ended April 20, 1968

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,184	2,352	4,011	1,128	4,140	1,058	1,495
LABOUR FORCE	7,712	740	3,828	908	1,288	731	217
Employed	7,276	661	3,648	799	1,256	705	207
Unemployed	436	79	180	109	32	26	10
NOT IN LABOUR FORCE	6,472	1,612	183	220	2,852	327	1,278
PARTICIPATION RATE†							
1968—April 20	54.4	31.5	95.4	80.5	31.1	69.1	14.5
March 23	53.8	30.1	95.1	79.4	30.5	69.6	13.8
UNEMPLOYMENT RATE‡							
1968—April 20	5.7	10.7	4.7	12.0	2.5	3.6	4.6
March 23	6.4	11.9	5.6	13.3	2.4	3.8	6.3

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3 — Unemployed, Week Ended April 20, 1968

	April 1968	March 1968	April 1967
	(in thousands)		
TOTAL UNEMPLOYED	436	488	365
On temporary layoff up to 30 days	33	47	31
Without work and seeking work	403	441	334
Seeking			
Full-time work	387	423	320
Part-time work	16	18	14
Under 1 month	87	90	93
1-3 months	140	189	121
4-6 months	119	114	85
More than 6 months	57	48	35

SOURCE: Labour Force Survey, DBS.

TABLE B-1 — Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals**
					Monthly Totals					
					(millions of dollars)					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	123.9	2,521.2
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	140.3	2,543.1
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	142.3	2,579.8
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	145.0	2,624.1
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	142.0	2,687.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	146.2	2,772.1
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	148.7	2,757.9
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	147.5	2,788.0
September	68.7	739.8	243.2	43.5	238.1	50.1	386.8	890.3	140.9	2,830.0
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	142.8	2,812.0
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	137.4	2,795.3
December*	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*	70.7	722.2	243.3	29.3	181.2	49.5	386.9	886.2	134.9	2,717.7
February†	70.8	714.9	234.4	30.8	179.9	49.3	385.8	898.4	144.3	2,722.3
					Seasonally Adjusted					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	135.8	2,617.5
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	136.7	2,623.2
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	137.8	2,651.9
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	138.6	2,671.3
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	139.3	2,676.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	140.2	2,696.4
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	141.3	2,713.5
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	142.2	2,734.7
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	142.9	2,751.3
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	143.4	2,745.7
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	144.8	2,770.2
December*	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*	70.8	739.2	242.3	33.7	209.1	50.2	394.7	900.2	142.2	2,804.3
February†	70.5	727.4	241.2	33.7	211.5	50.4	396.0	908.5	144.7	2,806.4

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1968, employers in the principal non-agricultural industries reported a total employment of 3,492,544. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statisics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1 — Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December*	120.5	131.1	102.49	119.8	132.1	107.83
1968—January†	118.6	135.1	105.70	119.8	134.9	110.03

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2 — Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Jan. 1968	*Dec. 1967*	*Jan. 1967*	*Jan. 1968*	*Dec. 1967*	*Jan. 1967*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	109.7	114.0	111.0	89.02	84.62	83.75
Newfoundland	109.5	115.6	114.7	93.87	91.44	88.36
Prince Edward Island	106.6	126.2	108.5	76.58	68.81	69.52
Nova Scotia	110.1	111.9	109.1	86.58	81.33	81.26
New Brunswick	109.7	114.3	111.1	89.97	85.68	84.93
Quebec	113.9	115.8	116.1	104.08	101.02	97.78
Ontario	123.1	124.7	122.9	108.59	105.74	102.13
Prairie Region	117.3	118.6	114.7	100.42	96.52	93.94
Manitoba	111.7	112.0	109.9	95.93	91.93	88.20
Saskatchewan	114.3	118.0	111.3	98.11	96.35	92.13
Alberta	123.3	124.4	120.3	104.76	100.10	99.12
British Columbia	122.3	124.2	123.0	115.54	112.26	111.19
CANADA	118.6	120.5	119.0	105.70	102.49	99.57
URBAN AREAS						
St. John's	131.6	141.1	130.4	83.39	78.78	77.41
Halifax	115.5	118.1	111.8	89.20	83.49	81.94
Sydney	97.4	102.9	97.1	97.63	91.14	93.89
Moncton	111.5	120.0	111.0	83.20	79.95	77.21
Saint John	112.2	110.9	111.7	89.78	85.98	82.82
Chicoutimi	101.6	102.7	106.6	121.78	119.38	120.15
Montreal	118.2	119.5	120.1	105.76	101.68	98.85
Quebec	110.4	112.4	112.5	88.37	87.07	84.17
Shawinigan	98.0	95.0	102.9	107.22	102.52	103.81
Sherbrooke	116.4	117.1	119.8	89.29	85.05	84.40
Trois-Rivières	106.1	110.4	114.2	95.03	92.80	91.62
Ottawa-Hull	123.6	126.0	118.1	98.59	94.67	92.87
Belleville	113.1	115.8	114.3	92.33	87.91	88.12
Brampton	256.5	257.7	242.5	109.32	103.79	100.60
Brantford	129.5	129.2	135.9	101.54	98.05	96.30
Fort William-Port Arthur	114.7	121.0	124.4	102.24	99.07	98.91
Guelph	134.2	135.4	135.1	100.62	93.41	91.89
Hamilton	117.5	118.6	121.9	113.11	109.19	105.68
Kingston	117.4	119.9	122.7	102.57	105.26	96.25
Kitchener	142.3	141.2	142.1	98.16	92.06	90.33
London	121.3	121.5	123.4	99.99	96.15	93.97
Niagara Falls	102.2	102.7	103.2	103.68	103.69	101.11
Oshawa	139.6	140.8	139.4	106.88	121.81	90.27
Peterborough	131.6	134.6	132.0	110.79	110.32	104.92
Sarnia	129.9	129.3	127.2	136.85	131.56	131.54
Sault Ste. Marie	113.7	116.0	110.9	120.59	119.34	104.75
Sudbury	110.8	109.4	104.8	130.67	127.97	120.54
St. Catharines	140.3	141.4	136.5	115.98	117.79	109.71
Timmins	78.1	80.0	88.2	97.75	95.48	102.91
Toronto	124.1	126.1	123.9	109.78	105.81	103.71
Welland	108.8	108.7	112.4	124.58	113.87	119.31
Windsor	152.9	153.8	145.3	108.59	122.68	109.21
Winnipeg	113.8	115.7	114.4	90.00	86.57	83.07
Regina	115.4	120.3	112.9	93.56	91.71	89.75
Saskatoon	140.0	141.5	126.2	93.90	91.15	82.78
Calgary	132.3	134.9	126.7	102.42	97.88	96.82
Edmonton	127.7	130.4	125.8	97.67	94.24	91.49
Vancouver	124.3	126.5	122.9	111.54	109.23	107.50
Victoria	121.0	126.4	122.8	98.43	97.01	97.23

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3 — Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Jan. 1968†	60.0	118.7	1,576.8	804.1	772.7	300.7	623.1	929.9	265.3	555.4	4,429.8
Dec. 1967*	64.1	116.1	1,574.9	799.6	775.3	308.2	632.5	979.4	264.2	559.8	4,499.3
Jan. 1967	69.5	114.6	1,602.7	808.4	794.3	320.5	625.1	907.4	247.5	535.0	4,422.3
NEWFOUNDLAND											
Jan. 1968†	2.2	5.4	11.0	9.1	1.9	6.8	14.3	15.2	1.8	6.1	62.8
Dec. 1967*	3.1	5.5	10.5	8.6	1.9	7.7	15.1	16.4	1.8	6.3	66.5
Jan. 1967	3.2	5.5	10.6	8.8	1.8	8.1	13.8	15.1	1.6	6.3	64.4
PRINCE EDWARD ISLAND											
Jan. 1968†	—	—	1.7	1.3	0.4	1.2	2.7	3.5	0.6	1.6	11.3
Dec. 1967*	—	—	1.9	1.5	0.4	1.6	3.3	3.8	0.6	1.6	12.9
Jan. 1967	—	0.1	1.9	1.5	0.4	1.2	2.7	3.5	0.6	1.5	11.4
NOVA SCOTIA											
Jan. 1968†	1.8	7.1	31.5	16.8	14.7	9.6	21.8	28.1	6.4	12.0	118.3
Dec. 1967*	1.7	7.2	31.6	16.5	15.1	10.4	20.9	30.5	6.3	11.9	120.5
Jan. 1967	1.8	7.3	30.4	16.1	14.4	11.0	23.0	26.7	6.0	11.2	117.5
NEW BRUNSWICK											
Jan. 1968†	4.4	2.4	25.6	15.2	10.3	7.3	23.1	22.5	4.3	9.4	99.0
Dec. 1967*	7.0	2.4	25.7	15.4	10.3	8.1	22.2	24.4	4.3	9.4	103.5
Jan. 1967	5.9	2.2	23.8	15.1	8.8	9.3	23.3	22.4	4.2	9.3	100.4
QUEBEC											
Jan. 1968†	20.2	24.7	488.1	302.9	185.2	67.4	167.0	233.6	73.7	147.8	1,222.5
Dec. 1967*	20.9	24.8	488.4	301.8	186.6	66.2	173.0	243.2	73.9	152.2	1,242.7
Jan. 1967	25.4	25.0	499.3	306.3	193.0	81.3	164.0	233.5	70.2	143.4	1,242.1
ONTARIO											
Jan. 1968†	12.1	34.1	795.4	352.4	443.0	118.6	204.8	369.0	116.2	221.6	1,872.0
Dec. 1967*	12.4	33.5	794.3	350.1	444.3	125.5	206.8	389.0	115.8	221.2	1,898.6
Jan. 1967	13.2	33.1	807.0	352.5	454.5	122.6	205.6	358.6	107.0	210.4	1,857.5
MANITOBA											
Jan. 1968†	0.7	6.5	44.9	26.1	18.8	13.9	44.0	52.0	12.4	26.8	201.2
Dec. 1967*	0.7	6.1	44.7	25.8	19.0	13.1	43.9	53.8	12.2	27.3	201.9
Jan. 1967	0.9	5.5	46.0	27.0	19.0	12.4	44.7	50.3	11.6	26.9	198.3
SASKATCHEWAN											
Jan. 1968†	0.7	5.5	14.8	9.3	5.5	11.7	24.6	37.0	8.2	17.4	119.9
Dec. 1967*	0.6	5.4	14.8	9.4	5.4	12.5	25.3	39.0	8.1	17.1	122.8
Jan. 1967	0.4	5.2	14.2	9.2	5.0	11.6	25.1	35.2	7.8	16.4	116.0
ALBERTA											
Jan. 1968†	1.5	20.8	50.3	25.1	25.2	33.2	46.5	74.5	16.1	46.5	289.4
Dec. 1967*	1.6	20.1	50.4	25.3	25.1	31.7	46.9	78.2	16.1	46.4	291.3
Jan. 1967	1.9	19.8	51.4	25.7	25.7	29.5	47.7	72.0	15.1	44.8	282.2
BRITISH COLUMBIA											
Jan. 1968†	16.3	9.9	113.5	45.8	67.7	30.7	73.1	94.1	25.6	65.3	428.5
Dec. 1967*	16.1	9.2	112.5	45.1	67.3	30.8	74.1	100.7	24.9	65.5	433.8
Jan. 1967	16.6	9.2	118.1	46.2	71.8	33.0	74.2	89.9	23.4	64.0	428.4

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4 — Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Jan. 1968	Dec. 1967	Jan. 1967	Jan. 1968	Dec. 1967	Jan. 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	108.7	107.3	106.3	136.82	133.36	126.66
Metals	102.1	101.3	102.0	135.78	134.48	126.96
Mineral fuels	105.1	103.8	103.1	142.42	140.75	128.94
Non-metals except fuels	112.0	112.6	105.8	126.85	122.27	116.01
Quarries and sand pits	84.9	92.5	96.6	109.20	97.35	101.74
Services incidental to mining	167.2	155.0	148.2	147.63	136.82	136.74
MANUFACTURING	119.8	119.8	122.1	110.03	107.83	103.06
Durable goods	130.7	131.0	134.7	116.98	115.58	109.57
Non-durable goods	111.1	110.7	112.0	103.43	100.42	96.77
Food and beverages	101.9	102.4	101.7	99.26	97.93	92.36
Foods	101.2	100.9	101.3	96.44	94.68	89.37
Beverages	106.4	111.4	104.1	115.95	116.33	110.52
Tobacco processing and products	116.5	113.2	118.3	105.07	101.42	97.47
Rubber products	122.7	119.9	123.3	114.32	110.61	105.31
Leather products	99.0	94.8	100.7	74.50	67.37	70.01
Textile products	118.0	117.6	119.8	91.46	89.71	85.27
Knitting mills	107.6	105.1	110.9	70.15	63.73	65.62
Clothing	108.4	105.1	114.5	68.16	60.92	63.65
Wood products	102.0	102.2	106.6	100.51	95.88	92.70
Furniture and fixtures	123.5	124.4	129.3	89.29	82.95	83.55
Paper and allied industries	115.0	117.1	116.6	129.34	125.53	122.18
Printing, publishing and allied industries	113.5	113.0	111.4	114.93	112.57	110.49
Primary metal industries	122.2	121.6	122.9	132.94	131.73	124.31
Metal fabricating industries	127.1	128.2	134.2	114.91	109.08	108.65
Machinery, except electrical	144.4	145.6	152.6	124.90	120.53	119.53
Transportation equipment	154.5	154.4	153.8	120.88	129.44	113.01
Electrical products	143.4	142.8	148.2	113.35	109.56	105.52
Non-metallic mineral products	109.7	112.7	117.7	114.24	110.37	107.61
Petroleum and coal products	101.1	101.0	98.7	165.16	162.68	150.45
Chemicals and chemical products	117.1	117.7	116.8	126.34	124.47	118.86
Miscellaneous manufacturing industries	132.1	131.4	130.8	96.54	92.14	91.21
CONSTRUCTION	103.9	103.4	117.0	131.75	113.37	128.46
Building	114.6	113.2	125.3	129.81	109.70	124.02
Engineering	85.3	86.4	100.8	136.25	121.68	139.23
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	106.3	108.1	105.0	118.22	115.38	109.27
Transportation	101.1	103.5	100.7	117.08	112.65	109.26
Storage	110.5	114.6	108.4	100.89	101.40	94.46
Communication	117.5	118.0	116.7	113.66	113.82	102.43
TRADE	125.8	134.6	122.5	83.41	81.56	78.41
Wholesale trade	119.7	120.7	118.0	104.29	103.03	98.23
Retail trade	129.2	142.3	125.1	72.67	71.46	67.93
FINANCE, INSURANCE AND REAL ESTATE	128.9	128.4	122.2	101.24	100.44	95.74
Financial institutions	131.6	131.1	125.9	98.17	97.88	93.49
Insurance and real estate	125.2	124.8	116.9	105.58	104.07	99.15
SERVICE	147.7	149.2	140.3	77.09	76.54	73.14
Recreational services	130.2	126.5	120.0	66.98	68.37	60.84
Business services	163.9	163.6	159.4	121.69	120.06	113.77
Personal services	137.3	138.9	130.3	56.39	56.09	54.27
Miscellaneous services	171.9	178.9	162.5	81.13	80.89	77.42
INDUSTRIAL COMPOSITE	118.6	120.5	119.0	105.70	102.49	99.57

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1968	Dec. 1967	Jan. 1967	Jan. 1968	Dec. 1967	Jan. 1967	Jan. 1968	Dec. 1967	Jan. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.2	41.0	42.5	2.99	2.97	2.76	126.30	121.90	117.11
Metals	41.1	40.9	41.8	3.10	3.10	2.88	127.69	126.76	120.24
Mineral fuels	44.5	43.0	44.0	2.50	2.48	2.28	111.37	106.65	100.18
Non-metals, except fuels	43.0	41.6	42.0	2.81	2.76	2.60	120.85	114.92	109.14
Quarries and sand pits	43.9	38.2	44.2	2.36	2.34	2.21	103.51	89.62	97.65
Services incidental to mining	44.2	39.2	44.4	3.30	3.31	3.02	145.53	129.71	134.14
MANUFACTURING	39.9	38.7	40.1	2.49	2.50	2.33	99.34	96.78	93.26
Durable goods	40.1	39.6	40.2	2.67	2.67	2.50	107.14	105.78	100.46
Non-durable goods	39.7	37.8	40.0	2.30	2.32	2.15	91.50	87.65	85.82
Food and beverages	39.6	38.4	39.7	2.25	2.26	2.07	89.02	86.85	82.36
Foods	39.5	38.1	39.6	2.20	2.21	2.01	86.72	84.01	79.65
Beverages	40.3	40.5	40.9	2.64	2.63	2.52	106.38	106.65	103.01
Tobacco processing and products	38.8	35.2	39.2	2.42	2.53	2.26	94.11	89.12	88.57
Rubber products	42.2	39.9	41.5	2.54	2.53	2.37	106.96	101.16	98.24
Leather products	40.0	35.3	40.2	1.70	1.70	1.60	68.16	59.82	64.44
Textile products	41.0	39.3	41.6	1.95	1.99	1.81	79.91	78.24	75.11
Miscellaneous textiles	38.7	36.6	39.7	1.94	2.07	1.67	74.84	75.83	66.39
Knitting mills	40.6	36.2	40.6	1.52	1.50	1.43	61.73	54.33	58.21
Clothing	36.8	32.7	37.2	1.67	1.63	1.55	61.43	53.35	57.79
Wood products	40.1	38.0	40.7	2.39	2.38	2.19	95.78	90.46	88.31
Furniture and fixtures	41.3	38.0	41.3	1.98	1.96	1.85	81.79	74.45	76.18
Paper and allied industries	40.9	39.9	41.3	2.94	2.92	2.77	120.30	116.39	114.33
Pulp and Paper mills	41.1	40.8	41.5	3.20	3.18	3.04	131.75	129.65	126.21
Printing, publishing and allied industries	37.7	37.0	38.5	2.93	2.89	2.79	110.43	106.94	107.53
Primary metal industries	40.7	39.9	40.3	3.05	3.07	2.88	123.91	122.54	115.88
Iron and steel mills	40.3	39.2	38.9	3.16	3.16	3.02	127.21	124.05	117.53
Metal fabricating industries	40.8	38.6	41.0	2.62	2.57	2.47	106.77	99.12	101.35
Machinery, except electrical	40.9	39.1	41.8	2.79	2.77	2.64	114.23	108.44	110.63
Transportation equipment	38.2	42.0	37.7	2.88	2.89	2.70	109.94	121.27	102.02
Aircraft and parts	42.2	40.9	42.6	2.85	2.81	2.71	120.38	115.11	115.25
Motor vehicles	36.3	43.1	35.0	2.94	2.99	2.78	106.54	128.65	97.09
Assembling	30.8	44.1	31.6	3.15	3.13	2.98	96.89	137.81	94.21
Parts and accessories	41.4	42.6	37.8	2.85	2.91	2.67	117.78	124.18	101.02
Shipbuilding and repairing	38.9	38.8	40.2	2.88	2.79	2.59	112.11	108.34	103.87
Electrical products	40.1	38.6	40.7	2.44	2.42	2.27	98.07	93.28	92.27
Communications equipment	40.3	37.9	41.1	2.36	2.32	2.20	95.04	87.86	90.37
Non-metallic mineral products	41.3	39.8	41.6	2.58	2.57	2.41	106.55	102.06	100.49
Petroleum and coal products	44.0	43.3	41.7	3.55	3.47	3.27	156.44	150.24	136.28
Chemical and chemical products	40.8	40.5	40.8	2.68	2.68	2.53	109.35	108.56	103.10
Miscellaneous manufacturing industries	40.2	38.1	40.6	2.04	2.01	1.91	81.97	76.64	77.54
CONSTRUCTION	39.6	33.2	40.8	3.24	3.17	3.10	128.46	105.24	126.53
Building	38.2	31.2	39.6	3.32	3.26	3.08	126.86	101.79	121.80
General contractors	38.7	31.2	39.7	3.20	3.13	2.96	123.89	97.64	117.33
Special trade contractors	37.8	31.3	39.5	3.42	3.36	3.18	129.21	105.14	125.52
Engineering	42.9	37.8	43.9	3.08	2.99	3.15	132.26	113.24	138.34
Highways, bridges and streets	44.0	38.4	43.0	2.51	2.43	2.44	110.72	93.37	104.85
Other engineering	42.1	37.3	44.4	3.51	3.50	3.54	147.70	130.46	157.30
OTHER INDUSTRIES									
Urban transit	41.1	41.4	42.1	3.09	3.09	2.79	127.19	127.86	117.41
Highway and bridge maintenance	40.0	38.7	38.0	2.39	2.33	2.14	95.44	90.17	81.40
Laundries, cleaners and pressers	38.3	37.7	38.0	1.45	1.43	1.37	55.42	54.01	51.97
Hotels, restaurants and taverns	33.4	33.1	34.3	1.45	1.45	1.36	48.53	47.99	46.50

Latest figures subject to revision.
SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6 — Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December*	38.7	2.50	96.78	130.0	110.1
1968—January†	39.9	2.49	99.34	133.4	112.9

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	January 1968	December 1967	January 1967	January 1968	December 1967	January 1967
				$	$	$
Newfoundland	40.1	37.0	39.6	2.15	2.43	2.15
Nova Scotia	39.7	37.0	39.8	2.04	2.02	1.91
New Brunswick	41.1	39.4	41.6	2.10	2.15	1.98
Quebec	40.9	38.9	41.4	2.24	2.24	2.09
Ontario	39.7	39.0	39.7	2.60	2.62	2.44
Manitoba	39.4	37.9	39.3	2.22	2.21	2.05
Saskatchewan	39.3	39.3	38.9	2.64	2.62	2.36
Alberta	39.2	38.0	39.3	2.54	2.53	2.37
British Columbia	37.7	36.7	37.9	3.15	3.15	2.92

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.
Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003)

D—Manpower Division

The re-organization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352 June issue.

TABLE E-1 — Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1968—January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry, April 1, 1967.

TABLE E-4 — Benefit Payments, by Province, February 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	125,869	3,391,011
Prince Edward Island	30,239	758,938
Nova Scotia	132,264	3,353,335
New Brunswick	123,909	3,225,246
Quebec	643,172	17,492,538
Ontario	662,771	17,489,712
Manitoba	96,308	2,525,774
Saskatchewan	72,661	1,919,666
Alberta	91,779	2,451,294
British Columbia	253,825	6,940,614
Total, Canada, February 1968	2,232,737	59,548,128
Total, Canada, January 1968	1,904,509	50,764,705
Total, Canada, February 1967	1,681,483	43,530,943

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3 — Initial and Renewal Claims for Benefit, by Province, February 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	5,452	4,705	747	7,015	5,690	1,325	1,824
Prince Edward Island	1,081	937	144	1,616	1,384	232	387
Nova Scotia	8,069	6,654	1,415	10,540	8,906	1,634	1,910
New Brunswick	7,493	6,259	1,234	9,672	7,893	1,779	2,215
Quebec	64,080	47,995	16,085	71,713	58,452	13,261	21,929
Ontario	70,289	51,544	18,745	75,799	61,514	14,285	23,139
Manitoba	7,102	5,964	1,138	7,649	6,020	1,629	2,210
Saskatchewan	5,072	4,347	725	6,029	4,646	1,383	1,767
Alberta	8,937	7,315	1,622	9,793	7,458	2,335	2,710
British Columbia	20,434	15,604	4,830	23,053	18,182	4,871	5,810
Total, Canada, February 1968	198,009*	151,324	46,685	222,879†	180,145	42,734	63,901
Total, Canada, January 1968	295,843	228,066	67,777	301,984	237,807	64,177	88,771
Total, Canada, February 1967	169,709	128,472	41,237	183,667	147,555	36,112	59,631

*In addition, revised claims received numbered 51,445.

†In addition, 53,920 revised claims were disposed of. Of these, 5,605 were special requests not granted and 1,960 were appeals by claimants. There were 10,619 revised claims pending at the end of the month.

TABLE E-2 — Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 29, 1968

Province and sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	January 31, 1968	February 28, 1967
CANADA	659,480	211,289	311,166	99,970	37,055	633,292	551,837
Male	486,017	160,058	243,380	64,574	18,005	468,391	411,248
Female	173,463	51,231	67,786	35,396	19,050	164,901	140,589
NEWFOUNDLAND	34,955	6,690	23,418	3,864	983	34,198	34,039
Male	31,646	5,938	21,954	3,137	617	31,031	31,094
Female	3,309	752	1,464	727	366	3,167	2,945
PRINCE EDWARD ISLAND	7,317	1,238	5,302	582	195	7,235	6,625
Male	5,851	970	4,421	374	86	5,376	5,263
Female	1,466	268	881	208	109	1,859	1,362
NOVA SCOTIA	37,740	9,514	21,693	4,543	1,990	35,372	34,884
Male	30,940	7,753	18,571	3,348	1,268	28,694	28,894
Female	6,800	1,761	3,122	1,195	722	6,678	5,990
NEW BRUNSWICK	35,485	7,879	21,514	4,462	1,630	33,585	33,697
Male	28,226	6,399	17,986	2,875	966	26,828	26,682
Female	7,259	1,480	3,528	1,587	664	6,757	7,015
QUEBEC	202,444	70,647	87,459	33,111	11,227	193,211	165,435
Male	155,901	57,152	70,173	22,813	5,763	147,624	128,830
Female	46,543	13,495	17,286	10,298	5,464	45,587	36,605
ONTARIO	193,929	68,778	81,725	29,060	14,366	184,037	160,101
Male	125,599	47,357	56,284	15,692	6,266	119,803	104,999
Female	68,330	21,421	25,441	13,368	8,100	64,234	55,102
MANITOBA	24,865	7,503	12,296	4,121	945	25,415	18,666
Male	18,474	5,528	9,532	2,950	464	19,253	13,940
Female	6,391	1,975	2,764	1,171	481	6,162	4,726
SASKATCHEWAN	20,773	5,248	11,377	3,400	748	20,201	16,554
Male	16,528	4,179	9,677	2,432	240	16,106	12,719
Female	4,245	1,069	1,700	968	508	4,095	3,835
ALBERTA	26,700	9,667	11,818	3,995	1,220	25,729	21,789
Male	19,986	7,393	9,355	2,690	548	19,554	16,034
Female	6,714	2,274	2,463	1,305	672	6,175	5,755
BRITISH COLUMBIA	75,272	24,125	34,564	12,832	3,751	74,309	60,047
Male	52,866	17,389	25,427	8,263	1,787	54,122	42,793
Female	22,406	6,736	9,137	4,569	1,964	20,187	17,254

*The bulk of the cases in this group were on claim from 27–39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1 — Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2 — Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1968

	All Items			*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
	Apr. 68	*Mar. 68*	*Apr. 67*							
						(1949 = 100)				
St. John's, Nfld.*	134.4	132.6	128.7	128.1	124.1	133.6	131.5	193.8	158.9	139.2
Halifax	145.7	144.5	140.2	143.5	141.5	144.4	146.5	202.1	193.1	140.2
Saint John	148.8	148.3	144.0	148.0	140.4	146.5	159.1	216.2	179.2	139.6
Montreal	152.0	150.9	147.0	155.8	146.3	127.5	185.6	199.0	175.0	146.5
Ottawa	152.5	152.5	145.7	151.8	146.0	140.4	177.5	206.4	167.7	150.2
Toronto	155.6	154.7	149.6	147.5	156.4	143.9	159.9	194.7	215.7	148.9
Winnipeg	149.0	148.7	141.6	148.9	137.1	150.3	151.5	209.8	169.2	154.3
Saskatoon-Regina	144.0	143.9	138.5	145.8	136.6	150.0	147.4	169.4	167.4	140.1
Edmonton-Calgary	144.5	143.7	137.9	140.2	139.6	146.2	147.3	204.7	166.4	132.0
Vancouver	148.3	147.8	142.5	146.3	148.9	139.7	157.0	180.6	164.2	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1 — Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25

*Preliminary.

TABLE G-2 — Strikes and Lockouts, April 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	60	40,033	308,360
Construction	9	689	6,690
Transpn. & utilities	2	87	330
Trade	3	36	750
Finance	—	—	—
Service	8	656	4,380
Public administration	4	250	4,280
ALL INDUSTRIES	86	41,751	324,790

TABLE G-3—Strikes and Lockouts, April 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	15	320
Prince Edward Island	—	—	—
Nova Scotia	2	363	1,970
New Brunswick	1	2	40
Quebec	19	3,183	31,030
Ontario	45	33,154	203,120
Manitoba	—	—	—
Saskatchewan	3	290	4,460
Alberta	2	32	670
British Columbia	11	4,476	82,550
Federal	2	236	630
ALL JURISDICTIONS	86	41,751	324,790

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers April 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated Date*		
MANUFACTURING						
Food and Beverages						
Libby, McNeil & Libby Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	199	1,000	1,000	Apr. 16 Apr. 23	Wages—Wage increases.
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	330	330	Apr. 27 —	Wages, fringe benefits—
Textiles						
Johnson and Johnson Limited Montreal, Que.	United Textile Workers Loc. 459 (AFL-CIO/CLC)	450	1,350	1,350	Apr. 10 Apr. 16	Wages—Return of workers.
Hafner Fabrics, Granby, Que.	Textile Federation (CNTU)	184	250	250	Apr. 22 Apr. 24	Alleged grievances—Return of workers pending further negotiations.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	3,440	8,960	Feb. 16 Apr. 29	Wages—Wage increases ranging from 33¢ to 53¢ this spread over 3-yr. contract; 3 weeks vacation after 10 years, 4 weeks after 20 years, other benefits.
Wood						
Several lumber companies, Various locations, British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	562,490	Oct. 4 —	Wages—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,310	13,750	Jan. 25 —	Wages—
B.C. Forest Products, Hammond, B.C.	Woodworkers Loc. 1–367 (AFL-CIO/CLC)	541	900	2,790	Mar. 26 Apr. 2	Presence of efficiency experts—Return of workers.
Furniture and Fixtures						
Samton Metal Equipment Co., Montreal, Que.	Upholsterers (AFL-CIO/CLC)	100	2,100	2,700	Mar. 22 —	Not reported—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	500	500	Apr. 29 —	Wages, retroactive pay, night shift premiums, vacations, duration of contract—

TABLE G-4—Strikes and Lockouts Involving 100 or more Workers April 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated Date*		
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	394,350	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundary Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	2,200	Apr. 2 —	Wages—
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	4,110	4,110	Apr. 13 —	Wages, hours, working conditions—
Les Fonderies de Sorel Ltée., Sorel, Que.	Metal Trades' Federation (CNTU)	163	1,140	1,140	Apr. 22 —	Wages, overtime, job analysis, holidays, vacations, seniority—
Metal Fabricating						
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	—	26,050	Nov. 25 Apr. 1	Wages—9% wage increase retroactive to Sept. 11, 1967, 5% effective Apr. 1, 1968, 7% effective Sept. 11, 1968.
Aluminum Goods Limited, Toronto, Ont.	Steelworkers Loc. 2858 (AFL-CIO/CLC)	278	4,030	6,810	Mar. 16 Apr. 19	Wages—8% increase first year, 7% second year; 8-hr. day, 40 hr. wk., 2 weeks vacation after 2 years, 4 weeks after 20 years, 5 weeks after 30 years, improved health and welfare plans, other benefits.
H. K. Porter Canada Ltd., Acton, Ont.	CLC-directly chartered	102	820	820	Apr. 18 —	Wages—
Machinery						
Massey-Ferguson Industries Ltd., Brantford and Toronto, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	6,000	45,000	45,000	Apr. 19 —	Wages, fringe benefits—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	5,780	8,530	Mar. 18 —	Wages—
Canadian Motor Lamp Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	150	1,350	2,200	Mar. 22 Apr. 15	Wages, benefits, master agreement—12¢ an hr. increase immediately, 18¢ an hr. spread over a 2-yr. period for unskilled workers, 72¢ an hr. increase for skilled workers over 3-yr. period.
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,490	9,490	Apr. 1 —	Wages—
Ford Motor Company, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	10,585	25,980	25,980	Apr. 3 Apr. 8	Delayed negotiations in a new contract—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or more Workers April 1968 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			April	*Accumulated*		
Kelsey-Hayes Canada Limited, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	625	10,310	10,310	Apr. 5 —	Wages, benefits, working conditions —
Port Weller Dry Docks Ltd., Port Weller, Ont.	Boilermakers Loc. 680 (AFL-CIO/CLC)	500	1,000	1,000	Apr. 16 Apr. 18	Suspension of one employee—Return of workers.
Ford Motor Company, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	10,789	64,730	64,730	Apr. 16 Apr. 24	Wages, hours, working conditions—92¢ an hr. increase for production workers, $1.56 an hr. for skilled workers over a 3-yr. period; other improved benefits.
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	410	410	Apr. 29 —	Wages—
Electrical Products						
Ferranti Packard Electric Ltd., St. Catharines, Ont.	Steelworkers Loc. 5788 (AFL-CIO/CLC)	183	90	90	Apr. 4 Apr. 4	Dissatisfaction over company restudying of incentive jobs—Return of workers.
Federal Wire & Cable Company, Division of H. K. Porter Company, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	1,560	1,560	Apr. 21 Apr. 28	Alleged grievance—Return of workers pending negotiations.
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,210	5,560	Feb. 15 —	Wages—
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	2,160	6,280	Feb. 22 Apr. 22	Wages—8% increase retroactive to Nov. 17, 1967, 5% Apr. 22, 1969, 2% Oct. 1969, modified Rand formula, other improved benefits.
Miron Company Ltd., Montreal, Que.	Cement Workers Loc. 415 (AFL-CIO/CLC)	800	8,800	8,800	Apr. 4 Apr. 22	Wages—66¢ an hr. increase over a 3-yr. contract; reduction in hours from 55 to 50 per wk., with time and one half paid for Saturday work to the truck drivers.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	1,190	1,190	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
CONSTRUCTION						
Cummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	323	1,130	1,130	Apr. 2 Apr. 8	Alleged grievances over food, nonpayment of wages—Return of workers following settlement of both issues.
Saskatoon Electrical Contractors Association, Saskatoon and area, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	2,880	2,880	Apr. 8 —	Wages, overtime, closed shop, double time pay—

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers April 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			April	*Accumulated*		
SERVICE						
Education						
University of Guelph, Guelph, Ont.	Civil Service Association of Ontario Branch 10 (Ind.)	297	1,040	1,040	Apr. 10 Apr. 16	Wages, union security, sick leave— Wage increases ranging from 9% to 12.5% retroactive to Jan. 1, 1968, shift premiums increased from 8¢–10¢ and 10¢–12¢; other improved benefits.
Personal Services						
Commandant Properties Limited, Montebello, Que.	Railway, Transport and General Workers Loc. 281 (CLC)	230	1,260	1,260	Apr. 23 —	Wages, fringe benefits—
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	2,270	6,590	Feb. 5 —	Wages—

*Federal Jurisdiction

H—Employment Injuries

TABLE H-1 — Employment Injuries† Reported by Workmen's Compensation Boards, 1958-1967

Year	*Temporary Disability*		*Permanent Disability*		*Fatality*		*Total*		*Ratio‡ of Grand Total Fatalities*
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	
1958	166,570	95.1	7,565	4.3	1,004	0.6	175,139	100.0	79.1
1959	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
1960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967*	252,046	95.6	10,426	4.0	1,072	0.4	263,544	100.0	99.4
Average 1958–1967	206,232	95.5	8,775	4.1	989	0.4	215,996	100.0	81.4

*Preliminary. †Distribution partly estimated.

‡Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

TABLE H-2 — Employment Injuries† Workmen's Compensation Settlement Rates per 10,000 Workers Employed (an approximation), 1958-1967

Year	*Temporary Disability*		*Permanent Disability*		*Fatality*		*Total*		*Total of Workers Employed‡*
	No.	*Rate*(1)	*No.*	*Rate*(1)	*No.*	*Rate*(1)	*No.*	*Rate*(1)	*(in thousands)*
1958	166,570	292.5	7,565	13.3	1,004	1.8	175,139	307.5	5,695
1959	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
1960	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967*	252,046	341.6	10,426	14.1	1,072	1.5	263,544	357.2	7,379
Average 1958-1967	206,232	321.4	8,775	13.7	989	1.5	215,996	336.7	6,416

*Preliminary. †Distribution partly estimated. ‡DBS estimates, Special Surveys Division, special tables, 12-month averages.

(1)Rate = number of cases per 10,000 workers employed.

TABLE H-3 — Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1966 and 1967 (See page 452)

TABLE H-4 — Employment Fatalities by Industry, 1958-1967

Year	Agriculture		Forestry		Fishing[1]		Mining[2]		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1958	97	7.6	129	10.2	38	3.0	231	18.2	166	13.1	281	22.1
1959	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967*	28	2.6	99	9.2	33	3.1	167	15.5	170	15.7	206	19.1
Average 1958-1967	65	5.4	122	10.0	37	3.0	168	13.8	202	16.6	248	20.4

*Preliminary. [1]Includes trapping and hunting. [2]Includes quarrying and oil wells. [3]Includes storage, communication, electric power, gas and water utilities. [4]Includes insurance and real estate. [5]Includes community, business and personal service. [6]Includes defence.

TABLE H-5 — Employment Fatality Rates by Industry†, 1958-1967

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R[1]	E[2]	R	E	R	E	R	E	R	E	R	E
1958	1.4	712	15.2	85	23.8	16	21.6	107	1.1	1,459	6.6	427
1959	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967*	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
Average 1958-1967	1.0	640	14.7	83	17.6	21	17.1	98	1.3	1,572	5.8	431

*Preliminary.
[1]R = Fatality rate (number of fatalities per 10,000 workers employed).
[2]E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages.
†See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public[6] Administration		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
194	15.3	40	3.2	4	0.3	22	1.7	67	5.3	1,269	100.0
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
226	20.9	59	5.5	5	0.5	51	4.7	35	3.2	1,079	100.0
221	18.2	56	4.6	2	0.2	31	2.6	63	5.2	1,215	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
3.8	507	0.4	913	0.2	211	0.2	941	2.1	316	2.2	5,695
4.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
3.8	578	0.5	1,063	0.1	255	0.2	1,301	1.7	375	2.0	6,216

TABLE H-6 — Employment Fatalities, by Province and Industry, 1966 and 1967

Industry	*1966†*							
	Nfld.	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*
AGRICULTURE	—	1	2	2	2	39	3	2
FORESTRY	2	—	3	4	25	15	1	1
FISHING AND TRAPPING	12	1	3	2	1	1	1	—
MINES, QUARRIES, OIL WELLS	7	—	6	4	18	52	7	5
Metal mines	5	—	—	3	6	46	6	1
Coal mines	—	—	5	—	—	—	—	—
Petroleum and gas	—	—	—	—	—	—	—	—
Non-metal, quarries, services	2	—	1	1	12	6	1	4
MANUFACTURING	—	—	11	6	66	86	3	4
Food and beverages	—	—	2	3	2	5	—	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	1	—	—
Leather	—	—	—	—	1	1	—	—
Textile	—	—	—	—	3	1	—	—
Clothing	—	—	—	—	1	—	—	—
Wood	—	—	4	1	6	12	—	2
Paper	—	—	1	1	10	5	—	—
Printing, publishing	—	—	1	—	—	1	—	—
Primary metal	—	—	1	—	7	14	—	—
Metal fabricating	—	—	2	—	3	18	1	—
Machinery	—	—	—	—	3	5	—	—
Transportation equipment	—	—	—	—	4	5	—	—
Electrical	—	—	—	1	1	6	—	—
Non-metallic mineral	—	—	—	—	3	7	2	—
Petroleum and coal	—	—	—	—	—	—	—	1
Chemical	—	—	—	—	18	3	—	—
Miscellaneous	—	—	—	—	4	2	—	—
CONSTRUCTION	6	—	10	19	69	95	11	7
Building	1	—	2	7	20	21	—	1
Highway	3	—	3	6	21	29	5	3
Other	2	—	5	6	28	45	6	3
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	12	—	4	13	38	77	10	10
Air	—	—	1	—	—	7	—	—
Water	5	—	—	1	5	9	—	—
Railway	4	—	1	—	3	15	—	2
Local and highway	—	—	1	5	14	33	5	6
Miscellaneous	—	—	—	3	1	1	—	—
Storage	—	—	—	—	1	1	1	1
Communication	—	—	—	—	—	1	1	—
Electric power, gas, water	3	—	1	4	14	10	3	1
TRADE	2	—	3	1	8	18	7	2
Wholesale	-	—	1	1	3	14	4	2
Retail	2	—	2	—	5	4	3	—
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	1	—	—
SERVICE	—	—	—	—	6	21	5	1
Community, business	—	—	—	—	1	7	—	—
Personal	—	—	—	—	5	14	5	1
PUBLIC ADMINISTRATION	—	—	—	—	6	8	2	—
TOTAL	41	2	42	51	239	413	50	32

*Preliminary. †Revised.

				1967*											
Alta.	*B.C.*	*Yukon and N.W.T.*	*Total*	*Nfld.*	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*	*Alta.*	*B.C.*	*Yukon and N.W.T.*	*Total*
4	—	—	55	—	—	—	1	—	19	1	1	5	1	—	28
4	55	—	110	2	—	3	3	11	27	2	2	2	47	—	99
—	16	—	37	—	1	26	—	—	—	—	—	—	6	—	33
13	29	3	144	12	—	5	9	5	57	11	7	13	48	—	167
—	16	1	84	2	—	—	2	2	41	9	5	—	20	—	81
6	5	—	16	—	—	5	6	—	—	—	—	2	17	—	30
—	1	—	1	—	—	—	—	—	—	—	1	1	—	—	2
7	7	2	43	10	—	—	1	3	16	2	1	10	11	—	54
16	28	—	220	4	1	10	6	33	77	4	4	13	18	—	170
1	3	—	17	1	1	3	4	9	4	2	1	3	2	—	30
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—	—	3	—	—	—	—	—	3
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	—	—	—	—	—	4	—	—	—	—	—	4
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4	16	—	45	—	—	—	2	2	8	—	2	2	4	—	20
2	4	—	23	—	—	1	—	6	1	—	—	—	3	—	11
—	—	—	2	1	—	—	—	1	—	—	—	—	—	—	2
—	3	—	25	—	—	3	—	7	18	—	—	1	1	—	30
3	—	—	27	2	—	—	—	4	16	1	—	2	1	—	26
1	—	—	9	—	—	—	—	—	3	—	—	1	—	—	4
2	1	—	12	—	—	2	—	1	4	—	1	1	4	—	13
—	—	—	8	—	—	—	—	—	2	—	—	—	1	—	3
1	1	—	14	—	—	1	—	1	7	—	—	1	—	—	10
1	—	—	2	—	—	—	—	—	1	1	—	2	1	—	5
1	—	—	22	—	—	—	—	2	6	—	—	—	—	—	8
—	—	—	6	—	—	—	—	—	—	—	—	—	1	—	1
36	39	1	293	7	1	8	11	29	60	9	15	33	32	1	206
9	6	—	67	4	—	—	2	9	8	2	1	5	10	—	41
14	11	—	95	3	—	4	4	10	15	5	6	15	6	1	69
13	22	1	131	—	1	4	5	10	37	2	8	13	16	—	96
36	48	3	251	7	—	7	8	29	70	14	12	42	36	1	226
4	14	1	27	3	—	1	1	3	12	3	—	—	7	—	30
—	13	—	33	2	—	1	—	6	2	1	—	—	6	—	18
9	8	2	44	—	—	1	3	2	20	4	1	7	4	—	42
12	10	—	86	—	—	2	1	10	25	2	3	21	12	1	77
3	1	—	9	—	—	1	2	2	3	—	3	5	1	—	17
4	—	—	8	—	—	—	—	1	1	2	4	2	2	—	12
—	1	—	3	—	—	—	—	—	1	—	1	—	2	—	4
4	1	—	41	2	—	1	1	5	6	2	—	7	2	—	26
9	9	—	59	—	—	2	1	7	22	2	10	7	8	—	59
6	3	—	34	—	—	2	—	1	13	1	4	4	3	—	28
3	6	—	25	—	—	—	1	6	9	1	6	3	5	—	31
—	—	—	1	—	—	—	—	—	5	—	—	—	—	—	5
7	3	—	43	—	—	2	1	6	21	1	3	12	5	—	51
1	1	—	10	—	—	1	—	3	8	—	1	4	2	—	19
6	2	—	33	—	—	1	1	3	13	1	2	8	3	—	32
7	6	—	29	2	—	—	1	9	10	4	1	5	3	—	35
132	233	7	1,242	34	3	63	41	129	368	48	55	132	204	2	1,079

TABLE H-7 — Employment Fatalities by Industry† and Type of Accident, 1966 and 1967

Type of Accident	1966†							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Striking Against or Stepping on Objects:								
Buildings or structures (including parts of these)	—	—	—	1	1	—	1	—
Other	—	—	—	—	1	—	1	—
TOTAL	—	—	—	1	2	—	2	—
Struck by:								
Machinery	3	—	—	2	7	2	—	—
Cranes, derricks, other hoisting or conveying apparatus	—	1	—	—	2	5	2	—
Automobiles or trucks	1	3	—	2	6	17	7	—
Tractors, loadmobiles, etc.	2	1	—	—	3	3	1	2
Trains or other railway vehicles	—	1	—	2	3	3	11	—
Objects thrown or kicked back by machines	—	2	—	—	4	—	2	—
Objects falling or flying in mines or quarries	—	—	—	14	1	—	—	—
Materials falling from stockpiles or loads	—	7	—	—	5	4	1	1
Falling trees or limbs	2	45	—	—	4	6	—	—
Landsides or cave-ins	—	—	—	12	1	23	2	—
Other	—	5	—	9	17	20	5	3
TOTAL	8	65	—	41	53	83	31	6
Caught In, On, or Between:								
Machinery	4	2	—	2	12	3	3	—
Belts, pulleys, chains, lines, etc.	1	—	—	3	3	—	1	—
Elevators, hoisting or conveying apparatus	—	2	—	2	3	6	1	1
Automobiles or trucks	—	1	—	1	3	4	5	2
Tractors, loadmobiles, etc.	19	3	—	4	5	12	2	3
Mine or quarry cars	—	—	—	5	—	—	—	—
Other	—	—	—	2	5	1	11	1
TOTAL	24	8	—	19	31	26	23	7
Collisions, Derailments, Wrecks, etc.								
Involving steam railways	4	—	—	—	4	4	16	1
Involving automobiles or trucks	2	8	2	7	16	28	56	22
Involving aircraft	—	3	—	3	1	—	20	—
Other	3	1	—	1	—	7	7	2
TOTAL	9	12	2	11	21	39	99	25
Falls and Slips:								
Due to slippery surface	—	—	—	—	—	3	—	—
Due to physical condition of workman	1	—	—	1	5	2	8	2
From ladders or stairs	—	—	—	2	2	5	4	1
From scaffolds or stagings	—	—	—	2	6	13	2	—
From platforms, ramps or stationary vehicles	—	—	—	2	1	5	3	1
From buildings, roofs or towers	—	—	—	1	4	25	2	—
From bridges, trestles or catwalks	—	—	—	2	1	12	—	—
From other transportation vehicles	2	—	—	—	1	4	—	—
Into shafts, pits, excavations, etc.	—	—	—	9	1	4	—	—
Into rivers, lakes, seas or harbours	1	17	30	2	5	19	19	—
Other	2	1	—	7	16	9	12	1
TOTAL	6	18	30	28	42	101	50	5

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

				1967*											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	1	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	1
—	1	—	6	—	—	—	—	—	—	—	—	—	1	—	1
—	—	—	14	—	—	—	—	6	3	2	—	—	—	—	11
—	—	1	11	—	—	—	—	1	9	—	1	—	—	—	11
—	1	3	40	—	—	—	3	2	7	4	2	—	1	—	19
—	1	—	13	2	—	—	—	—	5	—	—	—	—	—	7
—	—	1	21	—	—	—	1	2	—	12	1	—	1	—	17
—	—	1	9	—	—	—	1	4	1	—	—	—	—	—	6
—	—	—	15	—	—	—	10	1	—	—	—	—	—	—	11
—	—	—	18	—	7	—	—	6	2	4	—	—	—	—	19
—	—	—	57	—	51	—	—	—	4	—	—	—	—	1	56
—	—	—	38	—	2	—	13	1	11	—	—	—	1	—	28
—	—	—	59	—	6	1	8	8	16	5	4	1	1	1	51
—	2	6	295	2	66	1	36	31	58	27	8	1	4	2	236
—	1	—	27	1	—	—	2	4	1	3	—	—	—	1	12
—	—	—	8	—	—	1	1	2	2	1	—	—	—	—	7
—	—	—	15	—	—	—	—	1	2	1	—	—	1	—	5
—	—	1	17	—	1	—	—	4	2	3	5	—	—	—	15
—	1	—	49	9	3	—	5	2	5	4	2	—	—	—	30
—	—	—	5	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	20	1	6	—	3	7	4	4	—	—	—	1	26
—	2	1	141	11	10	1	13	20	16	16	7	—	1	2	97
—	—	—	29	—	1	—	1	4	1	16	—	—	2	—	25
—	11	7	159	2	2	—	10	26	22	52	14	—	9	11	148
—	1	—	28	—	5	—	—	2	2	32	4	—	3	—	48
—	—	—	21	2	1	24	2	2	12	5	—	—	—	—	48
—	12	7	237	4	9	24	13	34	37	105	18	—	14	11	269
—	2	—	5	—	—	—	—	1	1	1	—	—	—	—	3
—	1	—	20	—	1	—	1	1	1	3	—	—	3	2	12
1	1	—	16	—	—	—	—	2	1	1	1	—	—	—	5
—	—	—	23	—	—	—	2	1	12	2	—	—	1	—	18
—	—	—	12	1	2	—	4	1	4	1	—	—	—	—	13
—	3	—	35	1	—	—	—	4	16	1	1	—	4	—	27
—	—	—	15	—	—	—	—	1	2	1	—	—	—	—	4
—	1	1	9	1	—	—	—	2	1	1	2	—	1	—	8
—	—	—	14	—	—	—	10	—	2	—	—	1	—	—	13
—	3	2	98	—	7	6	8	4	6	14	—	—	3	1	49
—	1	1	50	1	1	—	7	9	10	7	1	—	1	1	38
1	12	4	297	4	11	6	32	26	56	32	5	1	13	4	190

TABLE H-7 — Employment Fatalities by Industry‡ and Type of Accident, 1966 and 1967 (Concluded)

Type of Accident	1966†							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Conflagrations, Temperature Extremes and Explosions:								
Conflagrations	—	3	—	—	6	1	2	1
Explosions—blasting accidents	—	—	—	1	3	2	—	1
Explosions of coal and/or dust	—	—	—	—	—	—	—	—
Explosions of liquid air, gas pressure apparatus	—	—	—	—	—	5	1	3
Explosions of gasoline and/or oil	—	—	—	1	—	—	1	—
Explosions of chemicals	—	—	—	—	13	—	—	—
Other	—	—	2	1	5	4	1	3
TOTAL	—	3	2	3	27	12	5	8
Inhalations, Contact, Absorptions, Ingestions and Industrial Diseases:								
Exposure to poisonous gases	1	1	1	3	2	1	1	—
Exposure to dust (silicosis, etc.)	—	—	—	29	17	1	—	—
Other	—	—	—	5	4	—	—	—
TOTAL	1	1	1	37	23	2	1	—
Contact with Electric Current:								
Lightning accidents	1	—	—	—	1	2	—	—
Exposure to or contact with electricity	1	—	—	—	9	16	20	1
TOTAL	2	—	—	—	10	18	20	1
Over-Exertion:								
Over-exertion, strain, etc.	—	1	1	1	5	8	11	4
TOTAL	—	1	1	1	5	8	11	4
Miscellaneous Accident Types:								
Violence	3	1	—	—	—	—	1	—
Other	2	1	1	3	6	4	8	3
TOTAL	5	2	1	3	6	4	9	3
GRAND TOTAL	55	110	37	144	220	293	251	59

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

				1967*											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	2	2	17	—	2	—	—	8	2	3	2	—	1	3	21
—	—	—	7	—	—	—	1	—	—	—	—	—	—	1	2
—	—	—	—	—	—	—	15	—	—	—	—	—	—	—	15
—	1	—	10	—	1	—	—	1	2	—	1	—	—	—	5
—	1	—	3	—	—	1	3	3	—	—	1	—	—	—	8
—	—	—	13	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	16	1	—	—	5	10	—	6	2	1	—	—	25
—	4	2	66	1	3	1	24	24	4	9	6	1	1	4	78
—	1	3	14	—	—	—	—	1	5	3	3	—	2	1	15
—	—	—	47	—	—	—	38	18	—	1	—	—	—	—	57
—	1	—	10	1	—	—	3	1	2	—	—	—	—	—	7
—	2	3	71	1	—	—	41	20	7	4	3	—	2	1	79
—	—	—	4	—	—	—	—	—	—	—	—	—	—	1	1
—	—	1	48	2	—	—	3	4	14	15	1	—	2	1	42
—	—	1	52	2	—	—	3	4	14	15	1	—	2	2	43
—	6	2	39	1	—	—	2	2	6	12	7	1	10	4	45
—	6	2	39	1	—	—	2	2	6	12	7	1	10	4	45
—	—	1	6	1	—	—	—	3	3	2	—	1	1	3	14
—	2	2	32	1	—	—	3	6	5	4	4	—	2	2	27
—	2	3	38	2	—	—	3	9	8	6	4	1	3	5	41
1	43	29	1,242	28	99	33	167	170	206	226	59	5	51	35	1,079

TABLE H-8—Employment Fatalities by Industry‡ and Occupation, 1966 and 1967

Occupation	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total
	1966†												
Farmers and farm workers	51	1	—	—	2	—	1	—	—	—	—	55	4.4
Loggers and related workers	—	79	—	—	5	3	—	—	—	—	—	87	7.0
Fishermen, trappers and hunters	—	—	18	—	—	—	—	1	—	—	—	19	1.5
Miners, quarrymen and related workers	—	—	—	114	—	6	—	—	—	—	—	120	9.7
Craftsmen, production process and related workers	2	10	—	15	145	176	70	20	—	7	3	448	36.1
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	—	—	—	22	84	20	7	—	4	—	137	11.0
Transportation and communication	2	11	16	2	17	12	134	12	—	1	3	210	16.9
Managerial	—	7	—	4	8	4	12	3	—	4	1	43	3.5
Professional and technical	—	1	1	6	5	2	3	1	—	7	2	28	2.3
Clerical	—	—	—	2	5	2	—	—	—	3	—	12	1.0
Sales	—	—	—	—	4	1	1	13	—	—	4	23	1.8
Service and recreation	—	1	2	1	7	3	10	2	1	17	16	60	4.8
TOTAL	55	110	37	144	220	293	251	59	1	43	29	1,242	100.0
Per Cent of Total	4.4	8.9	3.0	11.6	17.7	23.6	20.2	4.8	0.0	3.5	2.3	100.0	—
Workers employed in thousands	544	76	26	121	1,744	499	620	1,180	302	1,622	419	7,152	—
Fatality rate per 10,000 employees	1.0	14.5	14.2	11.9	1.3	5.9	4.0	0.5	0.0	0.3	0.7	1.7	—

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

TABLE H-3 — Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1966 and 1967

Province	1966† Non-fatal: Medical Aid Only	1966† Non-fatal: Temporary Disability	1966† Non-fatal: Permanent Disability	1966† Fatal	1966† Total	1967* Non-fatal: Medical Aid Only	1967* Non-fatal: Temporary Disability	1967* Non-fatal: Permanent Disability	1967* Fatal	1967* Total
Newfoundland	6,574	4,968	140	29	11,711	5,416	4,678	47	33	10,174
Prince Edward Island	1,121	1,182	14	2	2,319	1,046	1,053	5	14	2,118
Nova Scotia	15,302	9,862	354	34	25,552	14,524	10,080	63	35	24,702
New Brunswick	14,698	9,369	310	57	24,434	15,869	8,437	400	39	24,745
Quebec	**	**	**	310	171,011	**	**	**	248	172,679
Ontario	244,255	104,952	4,759	330	354,296	**	**	**	322‡	374,670
Manitoba	15,208	13,217	490	39	28,954	15,615	13,570	532	43	29,760
Saskatchewan	14,362	11,683	358	104	26,507	14,759	12,252	421	59	27,491
Alberta	31,770	23,508	913	115	56,306	33,521	22,988	1,058	123	57,690
British Columbia	52,542	26,749	1,325	178	80,794	50,235	25,928	1,352	156	77,671

*Preliminary. †Revised. ‡Estimated. **Information not available.

1967*																
Workers Employed in Thousands	*Fatality Rate per 10,000 Employees*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*	*Per Cent of Total*	*Workers Employed in Thousands*	*Fatality Rate per 10,000 Employees*
552	1.0	25	—	—	—	—	1	—	—	—	1	—	27	2.5	564	0.5
53	16.4	—	80	—	—	1	1	1	—	—	—	1	84	7.8	57	14.7
27	7.0	—	—	32	—	—	—	—	—	—	—	—	32	3.0	26	12.3
63	19.0	—	—	—	128	4	6	1	3	—	1	—	143	13.3	58	24.7
1,864	2.4	1	5	—	26	103	110	63	24	1	12	6	351	32.5	1,924	1.8
345	4.0	—	—	—	—	16	66	13	6	1	6	1	109	10.1	315	3.5
403	5.2	—	7	1	2	17	9	131	10	—	2	2	181	16.8	412	4.4
669	0.6	1	3	—	—	5	9	8	5	2	4	1	38	3.5	693	0.5
876	0.3	1	1	—	8	4	2	5	1	—	2	5	29	2.7	917	0.3
1,007	0.1	—	—	—	—	3	—	1	2	—	1	—	7	0.6	1,038	0.0
480	0.5	—	—	—	1	14	—	2	7	—	—	1	25	2.3	501	0.5
813	0.7	—	3	—	2	3	2	1	1	1	22	18	53	4.9	874	0.6
7,152	1.7	28	99	33	167	170	206	226	59	5	51	35	1,079	100.0	7,379	1.5
—	—	2.6	9.2	3.1	15.5	15.7	19.1	20.9	5.5	0.5	4.7	3.2	100.0	—	—	—
—	—	559	79	25	114	1,756	475	659	1,224	312	1,732	443	7,379	—	—	—
—	—	0.5	12.5	13.2	14.6	1.0	4.3	3.4	0.5	0.2	0.3	0.8	1.5	—	—	—

TABLE H-9 — Employment Fatality Rates, 1966 and 1967

	1966†					
	Number of Fatalities			*Workers Employed in Thousands***		
	Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
A—By Sex and Industry‡						
Agriculture	53	2	55	476	67	543
Forestry	110	—	110	74	2	76
Fishing	37	—	37	26	—	26
Mining	144	—	144	116	5	121
Manufacturing	216	4	220	1,361	383	1,744
Construction	292	1	293	482	17	499
Transportation	250	1	251	530	90	620
Trade	58	1	59	793	387	1,180
Finance	1	—	1	158	144	302
Service	37	6	43	643	979	1,622
Public Administration	29	—	29	324	95	419
TOTAL	1,227	15	1,242	4,983	2,169	7,152
B—By Sex and Occupation						
Farmers and farm workers	53	2	55	487	64	552
Loggers and related workers	87	—	87	53	—	53
Fishermen, trappers and hunters	19	—	19	27	—	27
Miners, quarrymen and related workers	120	—	120	63	—	63
Craftsmen, production process and related workers	446	2	448	1,603	261	1,864
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	137	—	137	324	21	345
Transport and communication	210	—	210	365	38	403
Managerial	41	2	43	591	79	669
Professional and technical	26	2	28	496	380	876
Clerical	9	3	12	343	664	1,007
Sales	23	—	23	300	180	480
Service and recreation	56	4	60	331	482	813
TOTAL	1,227	15	1,242	4,983	2,169	7,152
C—By Sex and Age Group						
15–19	55	—	55	393	321	714
20–24	118	2	120	587	389	976
25–44	601	3	604	2,278	825	3,104
45–64	381	9	390	1,554	590	2,144
65 and over	72	1	73	171	44	215
TOTAL	1,227	15	1,242	4,983	2,169	7,152

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

**Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1967*										
Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
1.11	0.30	1.01	28	—	28	486	72	559	0.58	—	0.50
14.86	—	14.47	98	1	99	78	1	79	12.56	10.0	12.53
14.23	—	14.23	33	—	33	25	—	25	13.20	—	13.20
12.41	—	11.90	167	—	167	108	6	114	15.46	—	14.65
1.59	0.10	1.26	169	1	170	1,362	394	1,756	1.24	0.03	0.97
6.06	0.59	5.87	205	1	206	457	18	475	4.49	0.56	4.34
4.72	0.11	4.05	226	—	226	563	96	659	4.01	—	3.43
0.73	0.03	0.50	58	1	59	818	407	1,224	0.71	0.02	0.48
0.06	—	0.03	5	—	5	164	148	312	0.30	—	0.16
0.58	0.06	0.27	51	—	51	684	1,048	1,732	0.75	—	0.29
0.90	—	0.69	35	—	35	338	106	443	1.04	—	0.79
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46
1.09	0.31	1.00	27	—	27	496	68	564	0.54	—	0.48
16.42	—	16.42	84	—	84	57	—	57	14.74	—	14.74
7.04	—	7.04	32	—	32	26	—	26	12.31	—	12.31
19.05	—	19.05	143	—	143	58	—	58	24.66	—	24.66
2.78	0.08	2.40	351	—	351	1,652	272	1,924	2.12	—	1.82
4.23	—	3.97	109	—	109	294	21	315	3.71	—	3.46
5.75	—	5.21	181	—	181	372	40	412	4.87	—	4.39
0.69	0.25	0.64	37	1	38	607	86	693	0.61	0.12	0.55
0.52	0.05	0.32	29	—	29	522	395	917	0.56	—	0.32
0.26	0.05	0.12	6	1	7	334	704	1,038	0.18	0.01	0.07
0.77	—	0.48	25	—	25	309	192	501	0.81	—	0.50
1.69	0.08	0.74	51	2	53	356	518	874	1.43	0.04	0.61
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46
1.40	—	0.77	44	—	44	410	331	740	1.07	—	0.59
2.01	0.05	1.23	148	—	148	617	419	1,036	2.40	—	1.43
2.64	0.04	1.95	468	2	470	2,305	873	3,178	2.03	0.02	1.48
2.45	0.15	1.82	349	2	351	1,590	627	2,217	2.19	0.03	1.58
4.21	0.23	3.40	66	—	66	162	46	208	4.07	—	3.17
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46

OECD Publications

Adjustment of workers to technological change

How does the worker react to technological change? This problem is discussed in a report released by the Organization for Economic Co-operation and Development titled *Adjustment of Workers to Technical Change at Plant Level.*

The first part of the report deals with the attitudes of workers and employers to technological change. Surrounding economic and social conditions are among the decisive factors in workers' acceptance of, or resistance to change.

The second part of the report examines a series of case studies sponsored by the OECD in eight countries. The object was to study how to co-ordinate technological change and the planning of manpower requirements at plant level. A number of suggestions are made for persuading management to engage in such planning.

The third part of the report gives a broad analysis of adjustment techniques. These are of two main types: adjustments within the firm, and more general adjustments for laid-off workers. The fourth part of the report contains a chapter on co-ordination between programs initiated jointly by the public and private sectors.

The report recognizes the role of trade unions in harmonizing public and private programs for manpower adjustment. They must participate in all stages of planning and implementing the adjustment program, and they must educate their members.

Series of studies

To promote the integration of educational policies with economic and social objectives, the Organization for Economic Co-operation and Development is publishing a series of studies carried out in non-member countries under an OECD program financed by the Ford Foundation.

Two of the studies were undertaken in Argentina and Peru as part of the OECD's program on Human and Scientific Resources for Development. The Argentine report, *Education, Human Resources and Development*, looks at the prospects of the educational system up to 1980, and serves as an outline for educational development plans in other countries. The Peru report, *Human Resources, Education and Economic Development*, serving the same aim, forecasts manpower requirements up to the same year.

The studies hinge on the findings of a separate OECD program, the Mediterranean Regional Project (MRP) which assesses the educational needs and plans of Greece, Italy, Portugal, Spain, Turkey and Yugoslavia, up to the year 1975. A revised and enlarged edition of the OECD report assessing the work of the MRP, *Technical Evaluation of the First Stage of the Mediterranean Regional Project*, forms part of the current series being published.

Two other studies in the series, *Problems of Human Resources Planning in Latin America and in the MRP Countries*, and *Problems of Educational and Manpower Planning in the Arab Countries and MRP Countries*, compare the MRP experiment with planning problems in Latin America and Arab countries. The Latin America report contains the findings of an OECD seminar of experts from seven Latin American states and from OECD countries, held in Lima, before the Argentine and Peru studies were made. The Arab countries report, covering an OECD seminar held in Beirut, deals with manpower needs, the structure of the active population, and educational expansion in this area.

Vocational education

Under the title *Vocational Education*, the Organization for Economic Co-operation and Development has published a summary of information concerning the organization and formulation of programs of vocational education. The book was written by Roger Grégoire, Conseiller d'Etat, Chairman of the Board of the *Fonds de la Formation Professionnelle et de la Promotion Sociale* (France).

The book shows that present trends in the evolution of educational systems in schools have a profound effect on vocational education. It points out that general education must be integrated with vocational training, and take into account the cultural, social and economic needs of each country.

The book is available in Canada through the Queen's Printer.

Job opportunities

Reducing Seasonal Unemployment in the Building Industry is the title of a new book published by the Organization for Economic Co-operation and Development. It is the fourth study in the series "Developing Job Opportunities."

The book discusses the changing post-war setting and the factors that have led to needs and possibilities for eliminating or reducing seasonal fluctuation in the building industry. The report surveys the technical means, the administrative methods and the financial incentives that have been developed in the OECD member-countries during the postwar period.

In addition, the report discusses special ways of regularizing activity in the industry and of ensuring a steady income for its workers; and it also contains studies concerning the methods used in certain countries to eliminate seasonal unemployment in the building ndustry.

The book is available in Canada through the Queen's Printer.

Only one strike in Switzerland in 1967

Only one strike took place in Switzerland during 1967. Sixty-five employees took part, resulting in a loss of 1,960 man-days.

In each of the two previous years, there had been two strikes in Switzerland. These strikes resulted in the loss of 163 working days in 1965, and 62 working days in 1966.

ILO budget increased to $27.5 million

The 171st session of the Governing Body of the International Labour Office examined and approved the program and $27.5 million budget of the International Labour Organization for 1969, the year that will mark the 50th anniversary of the ILO.

During 1969, the ILO will carry out the final phase of its plan to decentralize its services into most of the areas of the world. It will also increase its technical co-operation activities in such fields as rural development, industrial development and youth employment and training.

In the work undertaken by the ILO to help its member states in satisfactorily utilizing their human resources, the accent will be put on a program of employment development.

The ILO's 1969 budget represents an increase of 7 per cent from the 1968 budget, which was $25,680,000. In addition, the ILO is charged with administering other funds, most of which are provided by the United Nations Development Program. The resources of the ILO for 1969 will total about $50 million.